

# International Labour Review

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- 337 **Missing links in the inclusive growth debate:  
Functional income distribution and labour market institutions**  
Ignacio ÁLVAREZ, Maarten KEUNE, Jesús CRUCES and Jorge UXÓ
- This article examines the extent to which “inclusive growth” proposals made by various international organizations are consistent with their own objectives. The authors identify two commonly overlooked “missing links”: functional income distribution and collective bargaining coverage. Using a panel of 42 advanced countries for the period 1990–2018, they find that the first has an important influence on income inequality and the second plays a significant role in explaining increases in the wage share and reductions in income inequality. Consequently, these two factors must be fully integrated into the policy debate of international organizations if inclusive growth is to be successfully promoted.
- Keywords: inclusive growth, collective bargaining, functional income distribution, inequality, EU, IMF, OECD.
- 363 **Faltering standardization: Conflict and labour relations in China’s  
taxi and sanitation industries**  
Hao ZHANG and Eli FRIEDMAN
- The marketization of municipal services in China’s cities from the 1990s triggered a wave of strikes beginning in the 2000s that provided an impetus towards standardization and the re-regulation of employment conditions. On the basis of a study of the sanitation and taxi industries in the cities of Wenzhou and Guangzhou, the authors find that local governments have utilized three strategies in promoting standardization: unionization, public policy implementation and business consolidation. Although outcomes vary across the cases considered, institutionalization remains weak at best and conflicts persist. The article concludes by presenting a schema for comparing the different strategies identified in these cases and those historically institutionalized in the West.
- Keywords: labour relations, collective bargaining, standardization, service sector, working conditions, strike, China.

387 **Not as simple as it seems: The ILO and the personal scope of international labour standards** Valerio DE STEFANO

This article examines the personal scope of the international labour standards of the ILO. It argues that they do not set out a universal definition of the terms “employee” or “employment relationship”. Instead, when the standards use such terms, their scope should be determined on a case-by-case basis and by referring to the *travaux préparatoires* and the opinions of the ILO supervisory bodies. This article closely analyses both the application of ILO fundamental Conventions by the supervisory bodies and the most recent ILO debates concerning the personal scope of international labour standards.

Keywords: international labour standards, personal scope, application, supervisory machinery, employment relationship, self-employment, Domestic Workers Convention.

407 **The rise, demise and replacement of the Bangladesh experiment in transnational labour regulation** Youbin KANG

Five years after the collapse of the Rana Plaza building in 2013 – a disaster that killed 1,133 garment workers – the Accord on Fire and Building Safety in Bangladesh, a multi-stakeholder programme designed to set labour standards for the garment industry, was terminated by Bangladesh’s highest court. Widely hailed as a promising example of transnational regulation, the Accord was never successfully institutionalized locally. On the basis of archival and ethnographic work in Bangladesh, the author suggests that, although the Accord successfully upgraded factory safety standards, its failure to build widespread support among local employers, workers and the Government led to its termination and replacement.

Keywords: Bangladesh, corporate social responsibility, garment industry, global supply chain, multi-stakeholder initiatives, trade unions, transnational regulation.

431 **Working-time preferences among women: Challenging assumptions on underemployment, work centrality and work–life balance**

Laura LAMOLLA, Conxita FOLGUERA-I-BELLMUNT and Xavier FERNÁNDEZ-I-MARÍN

This article examines the working-time preferences of women working 20-hour weeks, on different, stable schedules, in manufacturing jobs. The authors conducted qualitative and quantitative research to identify worker profiles based on these women’s working-time preferences and the reasons for them. Their findings add nuance to previous research by highlighting that: (1) some, but not all, of these employees can be considered underemployed; (2) working 20 hours a week does not equate to low work centrality and is compatible with working hours being experienced as meaningful; (3) some part-time women workers want to keep time for non-caring, non-working activities despite earning a low salary.

Keywords: women workers, working-time preferences, part-time employment, underemployment, work centrality, work–life balance.

453 **Internal migration, remittances and labour force participation in rural India: A gender perspective**

Mohd Imran KHAN and Ashapura BARUAH

This article examines the impact of domestic remittances on the labour supply of men and women in recipient households in rural India. Applying the instrumental variable approach to data from the National Sample Survey, estimates indicate that remittances have a negative effect on the labour force participation of left-behind household members. They do not seem to affect participation in regular salaried work but cause a decline in participation in casual wage work and unpaid family work, and an increase in self-employment, especially among female household members. Additionally, the receipt of remittances significantly increases women’s participation in household duties outside the labour market.

Keywords: internal migration, domestic remittances, rural worker, occupational choice, labour supply, gender, India.

477 **Determinants of inequality in Indian regular wage employment, 1993–2012**

Rahul MENON

Through the use of decomposition exercises, this article estimates the relative contributions of different factors to inequality among Indian regular wage employees between 1993/94 and 2011/12. It also estimates the contributions of returns to factors and shares of factors determining inequality. The author finds that the single largest contributor among the regular wage workforce in India is access to higher education. However, institutional factors such as union membership and employment in the public sector also play important roles, indicating that inequality cannot be simply reduced to demographic or technical factors, but must also take into account the institutional structure of an economy.

Keywords: inequality, education, employment, Fields decomposition, Yun decomposition, regression-based decomposition methods, India.

ISSN 0020-7780  
[www.ilo.org/revue](http://www.ilo.org/revue)

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