

International Labour Review

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537 **Getting out or switching to part-time: Gender disparities in the impacts of corporate restructuring**

Anne LAMBERT, Delphine REMILLON and Mariona SEGÚ

Whereas the literature on gender disparities in cases of large-scale corporate restructuring focuses on discrimination in top-down processes, this article analyses why employee self-selection continues to yield gender inequalities. Based on the case study of an airline company and using mixed methods, the results indicate that men are more likely to accept voluntary redundancy and less likely to switch to subsidized part-time work. While women work part-time mostly to improve their work–life balance, men appear to be more sensitive to financial incentives and more prepared to retrain in a secondary activity. These findings suggest that restructuring amplifies women's existing labour market vulnerabilities, even under voluntary redundancy plans.

Keywords: corporate restructuring, subsidized part-time, voluntary redundancy, lay-offs, gender inequalities, turnover.

561 **Diverging labour market trajectories of Australian graduates from advantaged and disadvantaged social backgrounds: A longitudinal analysis of population-wide linked administrative data**

Tomasz ZAJĄC, Wojtek TOMASZEWSKI, Francisco PERALES and Ning XIANG

Despite mounting evidence that university participation enhances labour market prospects, there are growing concerns about its unequal returns. This study uses novel large-scale linked administrative data covering the full population of individuals graduating from Australian universities over the 2005–11 period to examine the labour market trajectories of graduates from multiple disadvantaged social backgrounds (based on socio-economic, migration and disability status, ethnicity and location) in comparison with their more advantaged peers, over a ten-year observation window. The findings reveal substantial heterogeneity in the income and unemployment benefit receipt

trajectories of graduates from different groups. This has important implications for labour market policies aimed at improving social equity.

Keywords: administrative data, Australia, education, inequality, labour market analysis, social disadvantage, university graduate.

587 Obstacles to labour market participation among Arab Palestinian women in Israel

Sami H. MIAARI, Nabil KHATTAB and Maha SABBAAH-KARKABI

Despite recent increases in educational attainment among Arab Palestinian women in Israel, their labour force participation rates continue to be below those of Jewish women. This study draws on data from the Israeli Labour Force Survey and Social Survey covering the period 1995–2016 to investigate whether this pattern can be explained by socio-economic and demographic factors, level of religiosity, human capital assets, family structure and related public policies, and early retirement. All these factors are found to affect the probability of Arab Palestinian women participating in the labour market, raising implications for labour market policies.

Keywords: labour force participation, Arab Palestinian women, public policy, gender, ethnicity, religiosity, early retirement, Israel.

615 Do unions provide employment protection in times of economic crisis? A natural experiment of COVID-19

Woo-Yung KIM

Considering the COVID-19 pandemic as an exogenous shock, this article attempts to determine whether unions adjusted wages and working hours to protect their members during the economic crisis that it triggered. Based on 2018–20 Korean panel data, the author finds that, during the pandemic, union members were 1.9 times more likely to keep their jobs than non-union members. However, no significant difference is found between the wage growth in the two sectors, although union members decreased their working hours more than non-union members. The results therefore suggest that unions provided employment protection during this period by reducing working hours, not wages.

Keywords: trade union, COVID-19, employment protection, wages, working hours, panel analysis.

641 Leveraging transparency to shift capital-labour relations in garment sector production: A critical analysis of the design and structure of the Bangladesh Accord

Jenny COLLINS and Julian S. YATES

Little attention has been given to examples of innovative structural designs in the private labour regulation of garment global production networks (GPNs). This article addresses this gap by examining the Accord on Fire and Building Safety in Bangladesh, analysing its contested structural features, namely: (1) a legally binding basis, (2) a labour-balanced executive board, (3) corporate critical mass and (4) transparency of functions. The authors' findings contribute to the understanding of emerging hybrid governance mechanisms, combining multi-organizational cooperative action with traditional capital-labour dynamics to influence labour regulation in GPNs in new and contradictory ways.

Keywords: Bangladesh Accord, global production networks, private governance, corporate social responsibility.

665 Information and avoidance behaviour: The effect of air pollution disclosure on labour supply in China

Yu SHEN and Wenkai SUN

Although many studies have documented the negative impact of pollution on labour supply, few have investigated how it is affected by pollution information disclosure. This article analyses the question by using the exogenous shock of the launch of China's

air pollution information disclosure programme. By using the difference-in-differences method and survey data for migrant workers, the authors find that such disclosure significantly decreased the working hours of outdoor workers. These findings highlight the importance of information disclosure, which could result in changes in workers' behaviour. Moreover, they indicate that measuring the cost of pollution without addressing the problem of information asymmetry may lead to bias.

Keywords: air pollution, disclosure of information, labour supply, occupational health, China.

687 **International labour migration, farmland fallowing, livelihood diversification and technology adoption in Nepal**

Apsara KARKI NEPAL, Mani NEPAL and Randall BLUFFSTONE

This article investigates the effect of temporary international labour migration on farmland fallowing, adoption of agricultural intensification technologies and livelihood diversification. Using nationally representative data, combined with empirical methods that allow causal inference, the authors find that households with international migrants are over 50 per cent more likely (based on propensity score matching estimates) to have fallow land than those without. Temporary international migration promotes the adoption of some agricultural intensification technologies and causes rural households to diversify their livelihoods. Land fallowing may increase food insecurity, while agricultural intensification may improve it, for an uncertain net effect.

Keywords: subsistence agriculture, fallow land, international labour migration, technology adoption, livelihood diversification, Nepal, agricultural technology.

Book reviews

715 ***Unequal Development and Labour in Brazil***

by Gerry Rodgers, Roberto Vêras de Oliveira and Janine Rodgers.

Reviewed by Jayati GHOSH

Communications

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