International Labour Office

Geneva

RDW
Regulating for Decent Work

## 5th Conference on

# REGULATING FOR DECENT WORK

## 3–5 July 2017, ILO Geneva

# 5th RDW Conference

# The Future of Work

# 3-5 July 2017, ILO Geneva

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# 1. PRACTICAL INFORMATION

**Venue**

International Labour Organisation (ILO)
Geneva, Switzerland
Address : 4 route des Morillons
Phone : +41 22 799 7646

**Registration is at DOOR 4 "R2-South"**

**(follow the arrows and instructions)**

## Access to the ILO

### By taxi

The taxi driver will need to enter the visitors' entrance off Route des Morillons. After the barrier, the taxi will take you strait to the Security Gate level (Door 4, R2).

### By bus

***From Cornavin train station:***

Take bus 8 bound for *OMS* or bus F in direction to *Ferney* and get off at BIT. It takes around 15 min.

***From the airport:***

Take bus 28 bound for *Jardin Botanique* and get off at BIT. There are 3 bus services per hour. It takes roughly 12 min. The bus stop at the airport is on the Departure level, one level above the Arrival hall. If you go out of the Departure hall and walk towards left, you'll see the bus stop.

***Bus ticket:***

Tickets can be bought from a ticket machine at the bus stop. Press the button circled in red for a ticket valid for 1 hour (CHF 3.-). Alternatively, you can buy a daily ticket (valid from 9h to 24h) for CHF 8.-. Please note that most hotels will give you a free ticket for public transports every day upon request (Geneva Transport Card). You can also pick up a free ticket for public transport from the machine in the baggage collection area at the Arrival level.

For information on public transport www.tpg.ch.

## Access to the Registration desk

From the bus stop, go down the slope towards the building, which leads to an underground parking lot. Turn right at the entrance of the parking lot and follow the signs straight along the wall, until you see a door on your right and an escalator inside. Take both escalators and you will arrive at the R2 level-Door 5. Do not access the building through this security gate on the first day, follow the signs out into the parking lot and walk to the other side of the parking lot (from North to South side). You will then reach Security door 4. This is where you must register and collect both your security and conference badge and Conference Package. Please have ID ready.

### ILO Badges

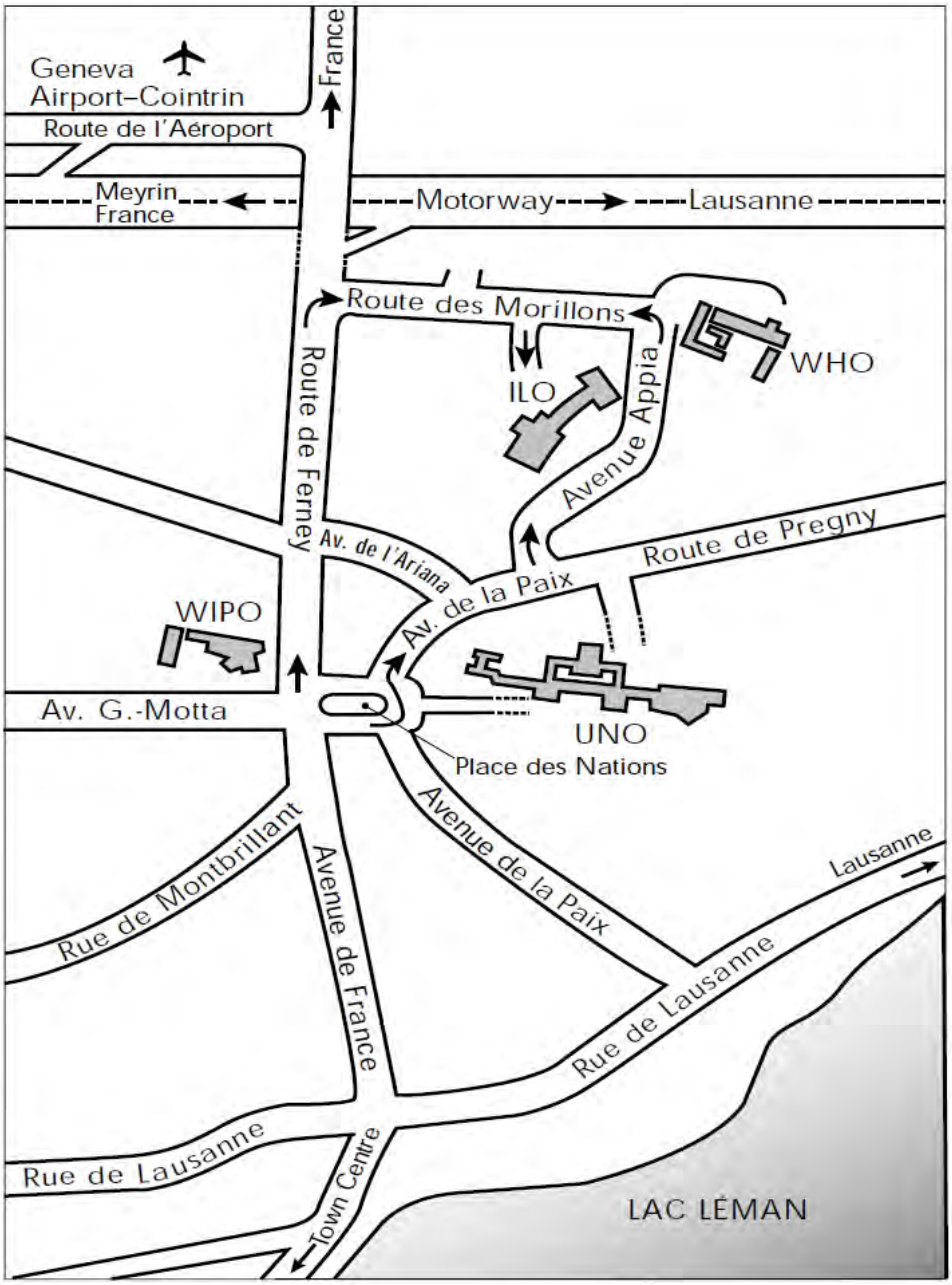
The security badge will be provided to you upon your arrival. These should be handed back to security (or put in the box at the security gates on R2 and R3 South/North) at the end of the conference or upon your final departure.

The RDW badge can be kept.

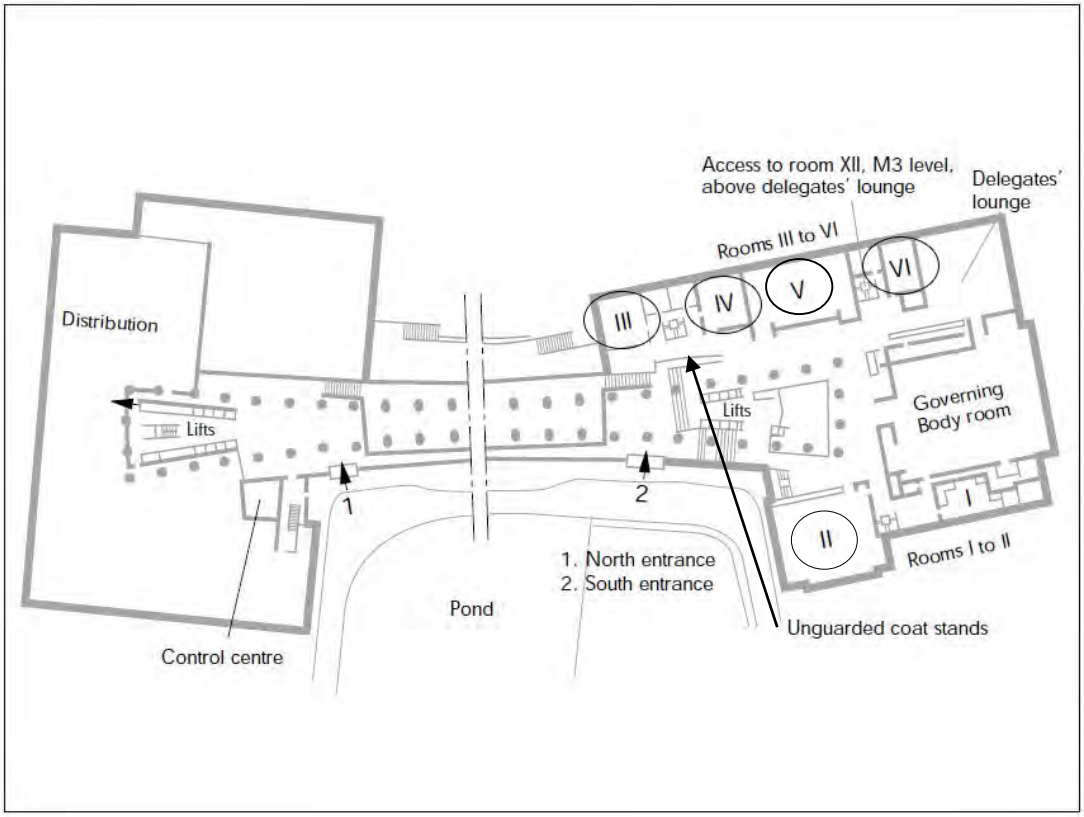
### Unguarded Coat stands

There are coat stands on R2 south next to conference room IX and next to the restaurant on R2 north.

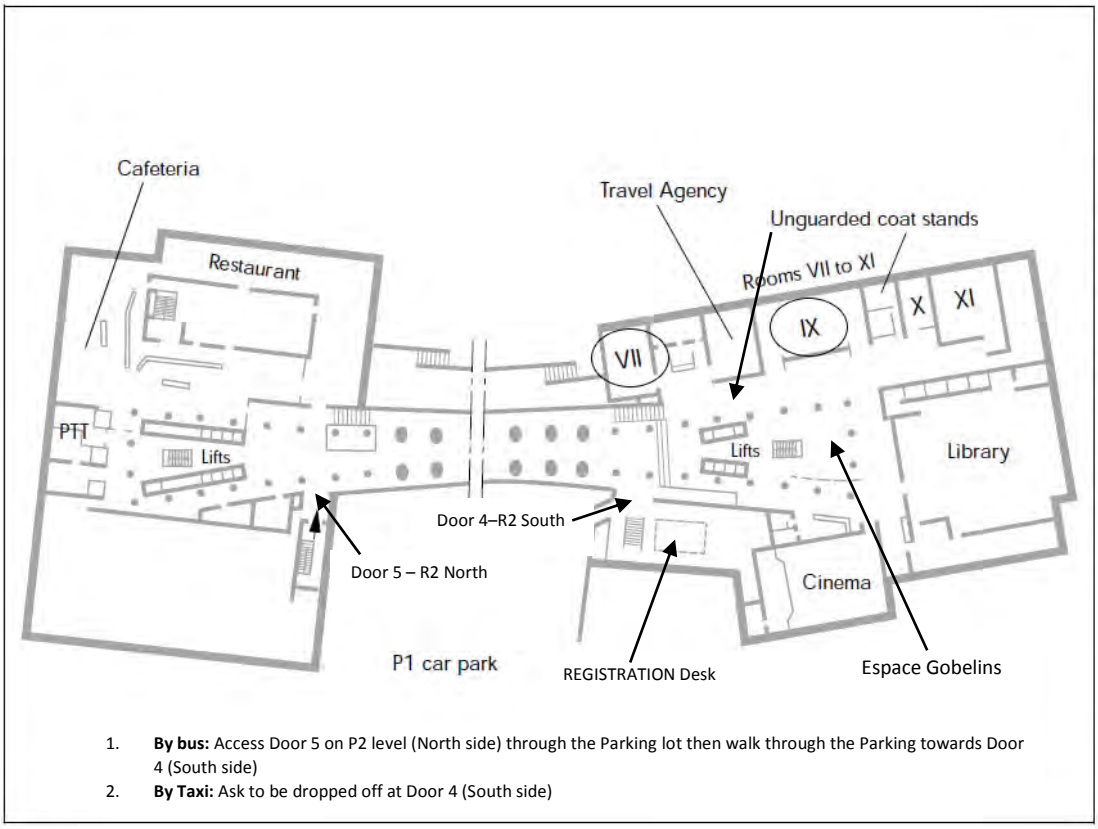
## Access Map



## Maps of the building (R2 and R3 levels)




Plan of R3 level




Plan of R2 level

1. **By bus:** Access Door 5 on P2 level (North side) through the Parking lot then walk through the Parking towards Door 4 (South side)
2. **By Taxi:** Ask to be dropped off at Door 4 (South side)

## Meeting rooms

| Levels | Rooms |
|---|---|
| R3 | Rooms II, III, IV, V, VI and GB room |
| R2 | Rooms VII, IX and Cinema |

## Information and Services

| Available services | Location | Opening hours |
|---|---|---|
| **ATMs**<br>All international credit cards accepted (Swiss francs and Euros) | R2 south (beside Naville kiosk); R3 north (beside the UBS bank) | |
| **Library** | R2 south | 09:00 AM – 5:00 PM, MON-FRI |
| **Taxis** | R3 north (Control centre) | |
| **Post Office**<br>(telephone, telegraph, fax and exchange transactions) | R2 north | 10:00 AM – 11:30 AM and<br>12:30 PM – 4:30 PM<br>MON-FRI |
| **Wi-Fi** | R2 and R3 south | SSID: public (no password) |
| **Internet area** | In the library, R2 south | 10:00 AM – 5:00 PM, MON-FRI |
| **Newspaper kiosk Naville**<br>(newspapers, books, tobacco, prepaid cards valid for the Geneva public transport system, prepaid phone cards, etc.) | R2 south | 8:00 AM – 5:00 PM, MON-FRI |
| **Bank UBS** | R3 north | 9:00 AM – 5:00 PM, MON-FRI |
| **Medical Services** | R3 north | 8:00 AM – 6:00 PM, MON-FRI<br>For all emergencies call 112 from a landline |
| **Emergency numbers** | ILO switchboard:<br>+41 22 799 6111<br>Claire Piper:<br>+41 22 799 7646 and<br>+41 79 175 22 03<br>Martin Ostermeier:<br>+41 22 799 8081 and<br>+41 78 675 81 78 | |

## Snack bars, cafeterias and restaurant

| | | |
|---|---|---|
| **The "Delegates" bar** | R3 south | 8:00 AM until the end of the meetings |
| **"Le Viennois" (snack bar)** | R2 north | 7:30 AM – 17:30 PM |
| **"Les Trois Clefs" (self-service cafeteria)** | R2 north | 11:45 AM – 2:00 PM |
| **"Les Morillons" restaurant** | R2 north | 12:00 (noon) – 2:00 PM |
| **Vending machine** | R1 north | 24/7 |

## ILO Publications

There is a vast selection of ILO publications at your disposal for free in the ILO Library "book shop".

Please visit the library (on your right after the main entrance) between 9am and 5pm.

## ILO Computer room

Computers are at your disposal if you want to access the internet and print documents. They are situated in the Library (on your left after the main entrance).

## Information for disabled persons

A plan designed to help disabled persons to move around in the building—and particularly to find toilets reserved for their use—is available at the ILO Reception desks (R2 and R3 south)

## Printing

Printers are available at the workstations in the ILO Library (R2 south)

## No smoking policy

Smoking is not permitted in the ILO building, except in designated areas (terrace R1 north and R3 south).

## Power plugs

Power plugs and adapters can be used in the ILO Library (R2 south). Converters are sold at the Naville Kiosk (R2 south).

# 2. PROGRAMME (SIMPLIFIED)

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Day 1 (3 July, Monday): Registration from 08.00 | | | | | | | | |
| 09.00-09.30 | **Opening ceremony, with Guy Ryder (Director-General, ILO)**<br>Room: GB room (R3 south) | | | | | | | |
| 09.30-11.00 | **Plenary Session 1: Care Jobs and the Care Economy – an opportunity for the future of decent work**<br>Speaker: Susan Himmelweit (Open University), Magdalena Sepúlveda (UNRISD), Chidi King (ITUC), Eleonore Kofman (Middlesex University) and Elissa Braunstein (UNCTAD)<br>Chair: Manuela Tomei (ILO)<br>Room: GB room (R3 south) | | | | | | | |
| 11.00-11.30 | Coffee break | | | | | | | |
| | | **Track I**<br>**Work and society** | **Track II**<br>**Decent jobs for all: new jobs for the future and their nature** | **Track III**<br>**The organization of work and production: challenges for decent work** | **Track IV**<br>**The governance of work: labour regulation's complex future** | **Special sessions I** | **Special sessions II** | **Special sessions III** |
| 11.30-13.00 | | Parallel Session 1.1<br>**Social protection for workers in informal and precarious employment (1)** | Parallel Session 1.2<br>**Sharing the gains: The future of income and productivity growth** | Parallel Session 1.3<br>**Care work** | Parallel Session 1.4<br>**Unions and the Governance of Work** | Parallel Session 1.5<br>**The future of globalization and decent work in Asia (1)** | Parallel Session 1.6<br>**Unacceptable Forms of Work (UFW): global dialogue/local innovation** | Parallel Session 1.7<br>**The Competition for Global Investment: High Stakes for Regional Actors in Terms of Jobs, Institutions, Ecosystems, Sustainability and Democracy** |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | VI (R3 south) |
| 13.00-14.00 | Lunch break (hosted by University of Durham); Room: Espace Gobelins<br>Lunchtime side event: "THE FUTURE OF WORK AND THE INDIVIDUAL" Chair: Maria Prieto (ILO) and Maria Marta Travieso (ILO); Room VII (R2 south) | | | | | | | |
| 14.00-15.30 | | Parallel Session 2.1<br>**Social protection for workers in informal and precarious employment (2)** | Parallel Session 2.2<br>**Trajectories into decent jobs for youths** | Parallel Session 2.3<br>**Global Supply Chains (1)** | Parallel Session 2.4<br>**Regulating the gig economy** | Parallel Session 2.5<br>**The future of globalization and decent work in Asia (2)** | Parallel Session 2.6<br>**Education and Learning** | Parallel Session 2.7<br>**Reducing precarious work in Europe through social dialogue: Case studies and policy lessons** |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | VI (R3 south) |
| 15.30-16.00 | Coffee break | | | | | | | |
| 16.00-17.30 | | Parallel Session 3.1<br>**Wages** | Parallel Session 3.2<br>**Youth employment of the future : Challenges and barriers** | Parallel Session 3.3<br>**Global Supply Chains (2)** | Parallel Session 3.4<br>**Labour Regulation and Vulnerable Workers** | Parallel Session 3.5<br>**Flexible Work Arrangements and Their Effects on the World of Work** | Parallel Session 3.6<br>**Violence in the World of Work (T1)** | Parallel Session 3.7<br>*NO SESSION* |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | |
| 17.30-19.00 | **Movie screening and discussion: *The True Cost* by Andrew Morgan**<br>Chair: Uma Rani (ILO); Discussants: Mark Anner (Penn State University) and Gary Gereffi (Duke University) | | | | | | | |
| 19:00-20:00 | **RDW welcome reception (hosted by ILO)**<br>Room: Restaurant Eldora (R2 north) | | | | | | | |
| **Day 2 (4 July, Tuesday): Registration starts from 08.00** | | | | | | | | |
| 09.00-10.30 | | Parallel Session 4.1<br>**Interplay between labour market and social protection policies (1)** | Parallel Session 4.2<br>**The future of decent jobs** | Parallel Session 4.3<br>**Platform economy** | Parallel Session 4.4<br>**The political economy of governance** | Parallel Session 4.5<br>**GSC1: Governance to Promote Decent Work in GSCs** | Parallel Session 4.6<br>**Migration and Work (1)** | Parallel Session 4.7<br>*NO SESSION* |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | |
| 10.30-11.00 | Coffee break | | | | | | | |
| 11.00-12.30 | | Parallel Session 5.1<br>**Interplay between labour market and social protection policies (2)** | Parallel Session 5.2<br>**Wage inequality: Dynamics and policies** | Parallel Session 5.3<br>**Future challenges: Automation, employment contracts and working time** | Parallel Session 5.4<br>**Labour Regulation in developing countries** | Parallel Session 5.5<br>**GSC2: Emerging Approaches to Promoting Decent Work in GSCs: Strengthening Linkages** | Parallel Session 5.6<br>**Migration and Work (2)** | Parallel Session 5.7<br>**Intermediaries, digital platforms and domestic work** |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | VI (R3 south) |

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|---|---|---|---|---|---|---|---|---|
| 12.30-13.30 | Lunch break (hosted by Korea Labour Institute); Room: Espace Gobelins<br>Movie screening and discussion: The Moderators by Adrian Chen and Ciaran Cassidy; Chair: Janine Berg (ILO); Discussant: Six Silberman (IG Metall); Room: Espace Gobelins<br>Book discussion: "International organizations and shifting policies of GSCs" by Profs. Gary Gereffi and Frederick Mayer; Introduction: Sangheon Lee (ILO); Discussant: James Zhan (UNCTAD) and Jennifer Bair (University of Virginia); Room: VII (R2 south) | | | | | | | |
| 13.30-15.00 | | Parallel Session 6.1<br>**Employment and social protection in the digital economy (1)** | Parallel Session 6.2<br>**Overcoming informality and vulnerability** | Parallel Session 6.3<br>**Quality of work** | Parallel Session 6.4<br>**Regulating Informal Work and Self-Employment** | Parallel Session 6.5<br>**GSC3: Promoting Decent Work for Vulnerable Workers in GSCs** | Parallel Session 6.6<br>**Decent Work in Agricultural Production Systems: An Interdisciplinary Approach** | Parallel Session 6.7<br>**Social dialogue, collective bargaining and labour regulation** |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | VI (R3 south) |
| 15.00-15.30 | Coffee break | | | | | | | |
| 15.30-17.00 | | Parallel Session 7.1<br>**Employment and social protection in the digital economy (2)** | Parallel Session 7.2<br>**Technology and decent jobs** | Parallel Session 7.3<br>**Uberisation** | Parallel Session 7.4<br>**Employment relations, collective bargaining and equality** | Parallel Session 7.5<br>**GSC4: Roundtable Discussion: Empirical Lessons for Decent Work in GSCs: the Case of Better Work** | Parallel Session 7.6<br>**Decent Work and Global Industrial Relations** | Parallel Session 7.7<br>*NO SESSION* |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | |
| 17.00-18.30 | **Plenary Session 2: Can a universal basic income resolve future income security challenges?**<br>Speaker: Olli Kangas (The Social Insurance Institution of Finland), Gerhard Bosch (IAQ Germany), Corina Rodríguez Enríquez (CIEPP Argentina)<br>Chair: Sandra Polaski<br>Room: GB room (R3 south) | | | | | | | |
| 19.00-21.00 | **Conference reception (hosted by the University of Manchester and University of Duisburg-Essen)**<br>Room: Restaurant Eldora (R2 north) | | | | | | | |

**Day 3 (5 July, Wednesday): Registration starts from 08.00**

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 09.00-10.30 | | Parallel Session 8.1<br>**Shifting working times: paid and unpaid work** | Parallel Session 8.2<br>**Strengthening labour standards** | Parallel Session 8.3<br>**Non-standard work** | Parallel Session 8.4<br>**Assessing the Effects of Supply Chain Regulation** | Parallel Session 8.5<br>**GSC5: Roundtable Discussion: Rising Powers, Labour Standards and the Governance of Global Production: Findings from China, Brazil and India** | Parallel Session 8.6<br>**On-call work and related forms of casual employment in developed economies (1)** | Parallel Session 8.7<br>*NO SESSION* |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | |
| 10.30-11.00 | Coffee break | | | | | | | |
| 11.00-12.30 | | Parallel Session 9.1<br>**Women's labour force participation (1)** | Parallel Session 9.2<br>**Regulating decent work: Issues and labour market outcomes** | Parallel Session 9.3<br>**Self-employment: Real or Fictitious** | Parallel Session 9.4<br>**Global Production Networks: Challenges and Responses** | Parallel Session 9.5<br>**Social Protection and Human Rights** | Parallel Session 9.6<br>**On-call work and related forms of casual employment in developed economies (2)** | Parallel Session 9.7<br>*NO SESSION* |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | II (R3 south) | IX (R2 south) | |
| 12.30-14.00 | Lunch break<br>Lunchtime side event: "Non-standard forms of employment" with Gunther Schmid (Free University of Berlin), Niklas Bruun (Hanken School of Economics), Nicola Countouris (University College London); Room: VII (R2 south)<br>Lunchtime side event: Action, Collaboration, Transformation (ACT) presentation: "The path towards living wages - industry wide bargaining for the garment and textile industry"; Room: III (R3 south) | | | | | | | |
| 14.00-15.30 | | Parallel Session 10.1<br>**Women's labour force participation (2)** | Parallel Session 10.2<br>**"Green workers" and self-help for new jobs** | Parallel Session 10.3<br>**Hazardous work** | Parallel Session 10.4<br>**Measuring the Effects and Effectiveness of Labour Regulation** | Parallel Session 10.5<br>*NO SESSION* | Parallel Session 10.6<br>*NO SESSION* | Parallel Session 10.7<br>*NO SESSION* |
| | **Room** | III (R3 south) | IV (R3 south) | VII (R2 south) | V (R3 south) | | | |
| 15.30-16.00 | Coffee break | | | | | | | |
| 16.00-17.30 | **Plenary Session 3: The governance of work: labour regulation's complex future**<br>Speaker: Kerry Rittich (University of Toronto), David Levi-Faur (Hebrew University of Jerusalem)<br>Chair: Moussa Oumarou (ILO)<br>Room: GB room (R3 south) | | | | | | | |
| 17.30-18.00 | **Closing ceremony, with RDW prize award**<br>Room: GB room (R3 south) | | | | | | | |

# 3. PROGRAMME (FULL DETAILS)

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
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| 09.00-09.30 | **Opening ceremony, with Guy Ryder (Director-General, ILO)**<br>Room: GB room (R3 south) | | | | | | | | | | | | | | | | | | | | | | | | |
| 09.30-11.00 | **Plenary Session 1: Care Jobs and the Care Economy – an opportunity for the future of decent work**<br>Speaker: Susan Himmelweit (Open University), Magdalena Sepúlveda (UNRISD), Chidi King (ITUC), Eleonore Kofman (Middlesex University) and Elissa Braunstein (UNCTAD)<br>Chair: Manuela Tomei (ILO)<br>Room: GB room (R3 south) | | | | | | | | | | | | | | | | | | | | | | | | |
| 11.00-11.30 | Coffee break | | | | | | | | | | | | | | | | | | | | | | | | |
| | | **Track I** | | **Track II** | | **Track III** | | **Track IV** | | **Special sessions I** | | **Special sessions II** | | **Special sessions III** | | | | | | | | | | | |
| | | **Work and society** | | **Decent jobs for all: new jobs for the future and their nature** | | **The organization of work and production: challenges for decent work** | | **The governance of work: labour regulation's complex future** | | | | | | | | | | | | | | | | | |
| 11.30-13.00 | | Parallel Session 1.1<br>**Social protection for workers in informal and precarious employment (1)** | | Parallel Session 1.2<br>**Sharing the gains: The future of income and productivity growth** | | Parallel Session 1.3<br>**Care work** | | Parallel Session 1.4<br>**Unions and the Governance of Work** | | Parallel Session 1.5<br>**The future of globalization and decent work in Asia (1)** | | Parallel Session 1.6<br>**Unacceptable Forms of Work (UFW): global dialogue/local innovation** | | Parallel Session 1.7<br>**The Competition for Global Investment: High Stakes for Regional Actors in Terms of Jobs, Institutions, Ecosystems, Sustainability and Democracy** | | | | | | | | | |
| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | VI (R3 south) | | | | | | | | | | | |
| | **Chair** | Christina Behrendt (ILO) | | Ekkehard Ernst (ILO) | | Valeria Esquivel (ILO) | | Luz Rey Novas (ILO) | | Hanam Phang (KLI) | | Deirdre McCann (University of Durham) | | Gerhard Bosch (IAQ / University of Duisburg-Essen) | | | | | | | | | | | |
| | **#1** | LC Alfers, FJ Lund, and DR Moussie | Informal Workers and the Future of Social Protection | I Munyo | Free Trade with China: Is really there a risk for employment in Latin America? | H Basu | Deregulation, Workplace and Women in Private Healthcare System: A Study of Care Workers in India | AS Adikaram | Is it just a facade? Legislation related to trade unions in Sri Lanka | M Zou | Regulating Decent Work along the 'One Belt One Road': the Role of Chinese Multinationals | D McCann | Unacceptable Forms of Work: Global Dialogue/Local Innovation | P Almond, M Gonzalez Menendez, G Murray, M Pelard | Fighting for FDI in "most coordinated" regions: a comparison of Asturias (Spain) and Quebec (Canada) | | | | | | | | | |
| | **#2** | J Jiang, J Qian, and Z Wen | Social Protection for Informal Sector Workers in China | M Guzi | Estimating Living Wage Globally | J Howe, S Charlesworth, and D Brennan | Migration pathways for migrant care workers in Australia and New Zealand – regulatory challenges and possibilities | G Vernon | Why is stronger industrial unionism linked to productivity growth? Joint regulation, careers, social exchange, HRM outcomes and operational performance | BY Cheon, CS Lee, JW Shin, J Chang, JH Jeong, and SE Jeong | Openness, Dualization, and Inequality in Korea | S Marshall | Researching UFW Regulation in Low-Income Settings | C Lévesque, MA Hennebert, B Emilien and S Perez-Lauzon | Enhancing economic and social upgrading in the aerospace industry: Evidence from Canada and Mexico | | | | | | | | | |
| | **#3** | PK Joshi, ME Baldiga, A Earle, T Osypuk, and D Acevedo Garcia | Paid Family and Medical Leave Social Protection in the United States: Policy Scenarios to Increase Access and Lessons Learned About Limitations for Low-Income Workers | K van Treeck | The Labor Income Share in Developing Countries: What do we know and why should we care? Some Evidence from International Data | S Marino, A Keizer | Including migrant and precarious workers in the care sectors. Comparing union strategies and labour market outcomes in the UK and the Netherlands | V Pulignano | Labour markets and solidarity: comparing local unions' responses to management flexibility strategies in the German and Belgian metalworking and chemical industries | G Koehler | Discourses on social protection in Myanmar | D Grimshaw | Wage-Fixing in Garment Producing Countries: towards inclusive policy | P Fairbrother | Negotiating Ecological Transitions in Australian Regions | | | | | | | | | |
| | **#4** | | | KC Shawa | What drives Labour Productivity in Africa? Implications for the Future of Work. | | | C Welz | The capacity to negotiate and to enter into contractual relations of the European Social Partners | | | M Tomei | Overview of recent developments on UFW | W Huang and W Yang | China at the Crossroads: FDI Inflows, Economic Sustainability and Better Work | | | | | | | | | |

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|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 13.00-14.00 | Lunch break (hosted by University of Durham)<br>Room: Espace Gobelins<br><br>Lunchtime side event: "THE FUTURE OF WORK AND THE INDIVIDUAL"<br>Chair: Maria Prieto (ILO) and Maria Marta Travieso (ILO)<br>Room VII (R2 south) | | | | | | | | | | | | | | | | | |
| | | Parallel Session 2.1<br>**Social protection for workers in informal and precarious employment (2)** | | Parallel Session 2.2<br>**Trajectories into decent jobs for youths** | | Parallel Session 2.3<br>**Global Supply Chains (1)** | | Parallel Session 2.4<br>**Regulating the gig economy** | | Parallel Session 2.5<br>**The future of globalization and decent work in Asia (2)** | | Parallel Session 2.6<br>**Education and Learning** | | Parallel Session 2.7<br>**Reducing precarious work in Europe through social dialogue: Case studies and policy lessons** | |
| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | VI (R3 south) | |
| | **Chair** | Rachel Moussie (WIEGO) | | Praveen Jha (Centre for Informal Sector and Labour Studies) | | Wael Issa (ILO) | | Valerio de Stefano (ILO) | | Jiyeun Chang (KLI) | | Kea Tijdens (AIAS) | | Damian Grimshaw (University of Manchester) | |
| 14.00-15.30 | **#1** | SL Spasova, D Bouget, D Ghailani, and B Vanhercke | Balancing effectiveness and fairness: piecemeal social protection for the self-employed in the making | N O'Higgins | Interns and Outcomes: Just how effective are interships as a bridge to stable employment? | P Bopaiah and S Pellissery | Unshackling Global Chains: Production Orientated Work Spaces in the Global Apparel Industry | R Bernardi Kalil | Labor law and the sharing economy: do they match? | F Cooke | Decent work, decent employment relations and decent social relations: A multi-disciplinary and multi-level analysis in the Chinese context | J Jha, Ghatak, S Mahendiran, Pancharatnam and Minni | Schooling for Education or mere Certification: examining the experiences of Open and Distance Leaning at Secondary Level in India | D Grimshaw | Closing protective gaps through social dialogue |
| | **#2** | R Lorente and D Guamán | Transition to Formality: The Case of Ecuador | AM Sandor, G Berloffa , P Villa, E Matteazzi, and M Smith | Decent Trajectories and Decent Policies | G Raj-Reichert, N Helmerich, and S Zajak | Digitalisation and the reconfiguration of power in global value chains | C Inversi, L Buckley, and T Dundon | Regulating for decent work: regulatory space and working time in the gig economy | J-H Lee and X Wang | Interest representation for new groups of workers: A comparative study of the Korean and Chinese trade unions | Y Blanchet | The Contribution that Training Devices make to Skills Development among the Workforce | P Méhaut and J Rubery | Establishing minimum and secure working hours guarantees |
| | **#3** | HK Kim and DM No | Social Protection Systems for Working-Poor Families in Japan and South Korea | AJ Stewart, R Owens, and A Hewitt | Securing Decent Work for Interns: How Far Should Labour Regulation Extend? | JKS Schenner | The division of production: What Implications for Labour? | C Land-Kazlauskas and H Johnston | Organizing, Agency and Voice in the Gig Economy | K Bae and K Wang | The restructuring of the shipbuilding industry and employment relations in China and S Korea Comparison of employment relations toward restructuring in both countries | M Maithreyi, Padhmanabhan, J Jha, and R Menon | Skills Education and Workforce Preparation: Examining the Disconnects between Policy Intentions and Outcomes in India | A Kanjuo-Mrčela and A Keizer | Extended social dialogue to improve seasonal and temporary work |
| | **#4** | AE Osiki | Esusu Cooperative as a means of extending Social Protection to the Nigerian Informal Economy | DJ Oliver, A Stewart, P McDonald, and A Hewitt | Challenges in designing and enforcing the regulation of unpaid work experience in Australia | | | P Gahan, J Healy, and D Nicholson | New technology and the challenge for labour market regulation | D Chi and S Cho | Employment Relations of Korean Garment and Electronic Companies in Vietnam | A Escoto, V Prieto and C Marquez | Overeducation in Latin America. Inhibitor or Promoter of Labour Market Exclusion? | M Ignjatović, M Johnson, and C Weinkopf | Making subcontracting more inclusive |
| 15.30-16.00 | Coffee break | | | | | | | | | | | | | | |

| | | Parallel Session 3.1<br>**Wages** | | Parallel Session 3.2<br>**Youth employment of the future: Challenges and barriers** | | Parallel Session 3.3<br>**Global Supply Chains (2)** | | Parallel Session 3.4<br>**Labour Regulation and Vulnerable Workers** | | Parallel Session 3.5<br>**Flexible Work Arrangements and Their Effects on the World of Work** | | Parallel Session 3.6<br>**Violence in the World of Work (T1)** | | Parallel Session 3.7 |
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| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | |
| | **Chair** | Philippe Marcadent (ILO) | | Maria Prieto (ILO) | | Valerio De Stefano (ILO) | | Maria-Luz Vega (ILO) | | JC Messenger (ILO) | | Shauna Olney (ILO) | | |
| 16.00-17.30 | **#1** | Yongjian Hu | Evaluating the Impacts of China's Minimum Wages on Reducing the Risk of Being Working Poor: Analysis Based on Household Surveys | DMZ Kenfac Dongmezo and Tvb Tanankem Voufo | Non-standard forms of employment among youths in SSA Countries: Prevalence and Implications on Wages | S Kesar | Subcontracting Linkages in the Informal Economy in India: Analyzing the Implications for Inclusive Growth | I Ahmad | Raising Awareness and Compliance on 48 Themes in 152 Countries with Wageindicator Decentworkcheck | H Chung | Flexible working and consequences for work-life balance: Importance of gender and family context | G Manjunath | Caught in the Regulatory labyrinth. Enforcing Sexual harassment law in India | |
| | **#2** | D Shyjan | Wage and Income among Services Sector Workers in India: A Case of Social Group Inequality | PM McDonald and K Moore | Structural barriers to employability for at-risk youth | S Laha | Governing the Reverse Supply Chain of (Informal) E-waste Management | JR Bellace | Private International Labour Arbitration: Adjudicating Rights in GSCs | N Ray | Part-time work and its effects on inequality | A Choudhary and A Singh | Experience of domestic violence by young women in India: does the nature of occupation plays any role? | |
| | **#3** | M Laroche, P Jalette, and F Lauzon-Duguay | Why do collective bargaining leads to inequalities within unionized settings : A study of two-tier wages and atypical work provisions | M Ostermeier | Being NEET, being Scarred – The Impact of NEET Spells on Future Employment Trajectories | C Scherrer | Addressing the Decent Work Deficit in Agricultural Supply Chains | K Giese | Failing state policies but successes in labour market inclusion: The Chinese trading sector in Ghana | JC Messenger | The effects of telework and ICT-mobile work on the world of work | R Deakin | A safe place for all? The role of social dialogue in tackling harassment in the workplace. | |
| | **#4** | J F Douglas and C Harris | Pointing the moral compass at the living wage | | | L Thornthwaite and S O'Neill | Challenges in Supply Chain Regulation: WHS in the Freight Road Transport Sector | | | L Golden | Irregular Work Shifts, Work Schedule Flexibility and Associations with Work-Family Conflict and Work Stress in the US | | | |
| 17.30-19.00 | **Movie screening and discussion: *The True Cost* by Andrew Morgan**<br>**Discussants: Mark Anner (Penn State University) and Gary Gereffi (Duke University)**<br>Chair: Uma Rani (ILO)<br>Room: ILO cinema | | | | | | | | | | | | | |
| 19:00-20:00 | **RDW welcome reception (hosted by ILO)**<br>Room: Restaurant Eldora (R2 north) | | | | | | | | | | | | | |

**Day 2 (4 July, Tuesday): Registration starts from 08.00**

| | | Parallel Session 4.1<br>**Interplay between labour market and social protection policies (1)** | | Parallel Session 4.2<br>**The future of decent jobs** | | Parallel Session 4.3<br>**Platform economy** | | Parallel Session 4.4<br>**The political economy of governance** | | Parallel Session 4.5<br>**GSC1: Governance to Promote Decent Work in GSCs** | | Parallel Session 4.6<br>**Migration and Work (1)** | | Parallel Session 4.7 |
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| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | |
| | **Chair** | Mimi Zou (Chinese University of Hong Kong) | | Sean Cooney (Melbourne Law School) | | Six Silberman (IG Metall Germany) | | Colin Fenwick (ILO) | | Gary Gereffi (Duke University) | | Christiane Kuptsch (ILO) | | |
| 09.00-10.30 | **#1** | I Zohurul, B Abdul and K Rizwan | Employment generation, Social Security and Decent Work for Street Vendors: Experience from Bangladesh | M Veliziotis and A Kornelakis | Mind the (Twin) Gap: Job Quality and the Greek Work Crisis in Historical and Comparative Perspective | D Howcroft | Numericalizing Performance: on the Role of Metrics in the Gig Economy | I Martinez and HW Kruse | Are Labour Provisions in Free Trade Agreements Improving Labour Conditions? | J Bair | Revisiting Buyer-Driven Governance in Pursuit of Decent Work: What can an analysis of three value chain interventions tell us about the power of lead firms? | J Fine | Why Not Particularism? Explaining Labor Movement Convergence on Immigrant Inclusion in the US, UK, France, Dominican Republic and South Africa | |
| | **#2** | S Faez and Karimimou ghari | The probability of Falling into the category of child labor | K Das | Employment story and its determinants in North-East India | U Rani and M Furrer | How sustainable is crowdwork? Work and income security among workers in platform economy | L Rodgers | Proportionality and the development of collective bargaining rights post-crisis | G Raj-Reichert | The changing role of contract manufacturers in the governance of labour conditions in the electronics industry global production network | A Afonso | Welfare State Regimes and Labour Migration Policies in Western Europe | |
| | **#3** | K Sehnbruch and J Prieto | Take-up of unemployment insurance and job search behavior in Chile: New evidence for the period 2009-2015 | M Risak and T Dullinger | The notion of the employee/worker in EU law: status quo and potential for changes | J Berg | The Inefficient Technological Revolution: The organization of work in the gig economy | J Howe and I Landau | Leveraging Improvements in National Labour Law Enforcement through Trade: The Trans-Pacific Partnership, its Demise and Future Possibilities | C Oka, E Schüßler, R Alexander, S Ashwin, and N Lohmeyer | Analyzing the Evolving Field of Transnational Industrial Relations: Opening the Black Box of Interfirm and Firm-Union Relationships in the Global Garment Industry | S Clibborn | It Takes a Village: Regulating Employment Conditions of Temporary Migrant Workers in Australian Horticulture | |
| | **#4** | R Menon | Worker Security in a Fast-Growing Economy: Tracking Changes in Measures of Social Security in India | | | | | | | | | K Lippel and B Neis | Work organization and mobility: Implications for social protections and occupational health and safety | |
| 10.30-11.00 | Coffee break | | | | | | | | | | | | | |

| | | Parallel Session 5.1<br>**Interplay between labour market and social protection policies (2)** | | Parallel Session 5.2<br>**Wage inequality: Dynamics and policies** | | Parallel Session 5.3<br>**Future challenges: Automation, employment contracts and working time** | | Parallel Session 5.4<br>**Labour Regulation in developing countries** | | Parallel Session 5.5<br>**GSC2: Emerging Approaches to Promoting Decent Work in GSCs: Strengthening Linkages** | | Parallel Session 5.6<br>**Migration and Work (2)** | | Parallel Session 5.7<br>**Intermediaries, digital platforms and domestic work** | |
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| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | VI (R3 south) | |
| | **Chair** | Katja Hujo (UNRISD) | | Rossana Merola (ILO) | | Gerry Rodgers (Institute for Human Development) | | Tvisha Shroff (ILO) | | Florence Palpacuer (University of Montpellier) | | Stephen Clibborn (University of Sydney) | | Valerio De Stefano (ILO) | |
| 11.00-12.30 | **#1** | S Polaski | Adapting U.S. labor and social protections to 21st century conditions | R Vazquez-Alvarez | Wage inequality and informality in Mexico: a 10 year dynamic perspective. | SM Ruesga, JS Bichara, and AV Apaolaza | Recent changes in the labor institutions and the future of work: internal flexibility and collective bargaining | G Arora | The Political Economy of Labour Chowks: Informalization of Work in the Neoliberal City | J Lear and Y Kang | Workplace Compliance in Global Supply Chains: Case studies of synergistic governance | G Dibeh, A Fakih, and W Marrouch | Labor Market Drivers of Youth Irregular Migration: Evidence from the MENA Region | F Pereyra | Towards a new paradigm of social protection for domestic workers in Argentina: Between advances and resistances |
| | **#2** | T Bazzani | Workfare: current challenges | P Das | Wage Differential and Segmented Informal Labour Markets in India– Selectivity Corrected Estimation of Multinomial Logit Model | C Ruiz and J Chacaltana | Technology, Employment and Skills: A Glimpse into the Future of Work in Peru | T Lavers and C Fenwick | The political economy of labour regulation in developing countries: Towards a conceptual framework | G LeBaron and Ruhmkorf | Steering CSR Through Home State Regulation: A Comparison of the Impact of the UK Bribery Act and Modern Slavery Act on Global Supply Chain Governance | M Bergfeld | Community through Corporatization? The case of Spanish nurses in the German care industry | C Hobden and J Fudge | Can Intermediaries Promote Formalization in Care and Domestic Work? |
| | **#3** | L Perez Ortiz, AI Viñas Apaolaza, and MI Heredero de Pablos | Towards a new map of labour market institutions in the 15EU after the Great Recession | B Varkkey, R Korde, and D Parikh | Indian Labour Market and Position of Women: Gender Pay Gap in the Indian Formal Sector | N Nizami | Impact Of Automation On Employment In Information Technology Industry In India: When Advantage Becomes Disadvantage Due To Technical Progress | E O'Connor | Policy-Making at the City Level in Post-Authoritarian Settings: Mexico City Case Study | N Langford | Exploring collaboration and contestation in the development of a multi-stakeholder initiative governing social standards in the global South: the case of the Indian tea industry | R Cillo | The posting of workers in the construction industry and the polarization of the European labour market | A Hunt and F Machingura | The 'Uber-isation' of domestic work: Challenge or opportunity? |
| | **#4** | RW Fevre | Decent work for disabled people and those with health conditions | H Kim | Impacts of Increasing Part-Time Work on Income Inequality and Poverty in South Korea, Germany and the Netherlands | | | | | | | M Dietz and H Bähr | Labour Market Integration of Refugees | L Burnham | The gig economy in domestic work: job matching, working conditions, and organizing strategies |
| 12.30-13.30 | Lunch break (hosted by Korea Labour Institute)<br>Room: Espace Gobelins<br>**Movie screening and discussion**: *The Moderators* by Adrian Chen and Ciaran Cassidy<br>Discussant: Six Silberman (IG Metall)<br>Chair: Janine Berg (ILO)<br>Room: Espace Gobelins<br>**Book discussion**: "International organizations and shifting policies of GSCs" by Profs. Gary Gereffi and Frederick Mayer<br>Introduction: Sangheon Lee (ILO)<br>Discussant: James Zhan (UNCTAD) and Jennifer Bair (University of Virginia)<br>Room: VII (R2 south) | | | | | | | | | | | | | | |

| | | Parallel Session 6.1<br>**Employment and social protection in the digital economy (1)** | | Parallel Session 6.2<br>**Overcoming informality and vulnerability** | | Parallel Session 6.3<br>**Quality of work** | | Parallel Session 6.4<br>**Regulating Informal Work and Self-Employment** | | Parallel Session 6.5<br>**GSC3: Promoting Decent Work for Vulnerable Workers in GSCs** | | Parallel Session 6.6<br>**Decent Work in Agricultural Production Systems: An Interdisciplinary Approach** | | Parallel Session 6.7<br>**Social dialogue, collective bargaining and labour regulation** | |
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| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | VI (R3 south) | |
| | **Chair** | Fang Lee Cooke (Monash Business School, Australia) | | Ekkehard Ernst (ILO) | | Mariya Aleksynska (ILO) | | Juan Chacaltana (ILO) | | Sandra Polaski | | Christoph Scherrer (ICDD University of Kassel) | | Susan Hayter (ILO) | |
| 13.30-15.00 | **#1** | E Noronha and P D'Cruz | Decent work deficits in online labour markets: Negating freelancers' perceived empowerment | EE Dube | Socioeconomic Vulnerability and Livelihood Strategies of Street Vendors in Dire Dawa City, Eastern Ethiopia | A Parent Thirion, G Vermeylen, I Biletta, M Wilkens, and O Vargas-Llave | There is no perfect job - let's start improving our jobs ! | S Roever, M Rogan, and C Skinner | Urban Regulation and Income Stability for Self-Employed Workers | S Barrientos | Retail Shift: transforming gendered patterns of work in global production | S Akhtar | Women in agriculture – Lack of Access to Assets. | B Brandl | The Cement of Social Dialogue: The Pivotal Role of Trust for the Efficacy of Collective Bargaining Systems |
| | **#2** | U Rani and C Behrendt | Adapting social protection systems for workers in crowdwork platforms | S Dias and L Fernandez | Formalization from the Ground – creating jobs within urban solid waste systems: the case of waste pickers´ cooperatives | A Frontenaud and D Deguilhem | The impact of Job Quality on Inequality from 1990 to 2015: a new decent work approach | TA Corley | Uncovering competing discourses in the governance of illegal work in Germany's skillcrafts | M Anner | The Sourcing Squeeze and Workers' Rights in Global Supply Chains | M Mehdi | Challenges of Linking Farmers to Markets | S Zajak | International allies, institutional layering, and the making and decline of labour power in Bangladesh |
| | **#3** | O Chesalina | Platform economy as a challenge for social security in Germany | M Mehdi, C Scherrer, and B Ahmad | Value Chain Development and Social Upgrading: A Case of Pakistan Mango Industry | K Saral and G Dutcher | The Impact of Beliefs on Effort in Telecommuting Teams | J Jiang, JW Qian, and ZY WEN | Instrumental Enforcement of Social Regulation in Socialism with Chinese Characteristics: The Social Protection for Informal Sector Workers | M Van Klaveren and KG Tijdens | Wages in Context in the Garment Industry in Asia | M Rajeev | Decency of Primary Occupations in Fisheries Sector in India | JJ Velasco | Renewing the social contract through an active trade union participation: the case of labour reforms in Uruguay. |
| | **#4** | MR Hack | 'Much ado about nothing?' How digitalization of working life impacts social security systems – an example from Norway and Sweden | | | H Hoel and A McBride | The likely success of a new British Standard on diversity and inclusion in counteracting prejudice and discrimination in the workplace | | | | | D Saha | Victims of Cartelization: Small Tea Growers | H Voskeritsian, A Kornelakis, M Veliziotis, and P Kapotas | Between a Rock and a Hard Place: Social Partners and Labour Market Reforms in Greece under Austerity |
| 15.00-15.30 | Coffee break | | | | | | | | | | | | | | |

| | | Parallel Session 7.1<br>**Employment and social protection in the digital economy (2)** | | Parallel Session 7.2<br>**Technology and decent jobs** | | Parallel Session 7.3<br>**Uberisation** | | Parallel Session 7.4<br>**Employment relations, collective bargaining and equality** | | Parallel Session 7.5<br>**GSC4: Roundtable Discussion: Empirical Lessons for Decent Work in GSCs: the Case of Better Work** | | Parallel Session 7.6<br>**Decent Work and Global Industrial Relations** | | Parallel Session 7.7 |
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| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | |
| | **Chair** | Jens Schremmer (ISSA) | | Daniel Samaan (ILO) | | Jeremias Prassl (University of Oxford) | | Raphael Crowe (ILO) | | Arianna Rossi (ILO) | | Vincenzo Pietrogiovanni (Lund University, Sweden) | | |
| 15.30-17.00 | **#1** | DR Peetz | Cyborg work, inequality and society | U Walwei | Digitalization: Recipe or Trigger for Structural Labour Market Problems? | V De Stefano | 'Labour Is Not a Technology' – The On-Demand Economy and the Declaration of Philadelphia, Today | D Ceccon | Are collective agreements around the world doing their job in increasing equality and promoting work/family balance arrangements? The analysis from the WageIndicator database | D Brown | The Impact of Better Work | A Inghammar | Decent work through improved industrial relations - hurdles and hope in a global labour market | |
| | **#2** | D Hwang | Searching for a New Way of Social Protection for Platform Workers in Korea | R Sebastián Lago | Explaining Job Polarisation in Spain from a Task Perspective | R Radu | Uberisation demystified: a closer look at legal and regulatory responses worldwide | V Schmidt | Negotiating Gender Equality through Collective Agreements□<br>□ | R Robertson | Public Disclosure and Factory Compliance | S Chea | Decent Work and Global Industrial Relations, the Cambodian development. | |
| | **#3** | M Avogaro | Right to Disconnect: French and Italian Proposals for a Global Issue | F Bárcia de Mattos, S Dasgupta, X Jiang, and D Kucera | Robotics and Reshoring: Employment Implications for Developing Countries | AR de Freitas Júnior, L Slosbergas, and VR da Silva | The uberization of work and the legal subordination: the Brazilian case | C Wright, N Wailes, GJ Bamber, and D Lansbury | Reconsidering employment relations regulation: Internationally comparative perspectives — beyond national systems | K Pike | Before and After Better Work | F Pereira | Global Collective Agreement And Impact On Industrial Relations | |
| | **#4** | A Bianco | Ageing Workers in Europe and the Future of Work | S Sinha | Digital revolution transforming labour market – opportunities for women in India | A Todolí-Signes | Worker´s rights at the Uber economy | | | J Stroehle | Putting the Public back into Private Governance – the importance of institutional context and public policy for private labour governance | | | |
| 17.00-18.30 | **Plenary Session 2: Can a universal basic income resolve future income security challenges?**<br>Speaker: Olli Kangas (The Social Insurance Institution of Finland), Gerhard Bosch (IAQ Germany), Corina Rodríguez Enríquez (CIEPP Argentina)<br>Chair: Sandra Polaski<br>Room: GB room (R3 south) | | | | | | | | | | | | | |
| 19.00-21.00 | **Conference reception (hosted by the University of Manchester and University of Duisburg-Essen)**<br>Room: Restaurant Eldora (R2 north) | | | | | | | | | | | | | |

**Day 3 (5 July, Wednesday): Registration starts from 08.00**

| | | Parallel Session 8.1 | | Parallel Session 8.2 | | Parallel Session 8.3 | | Parallel Session 8.4 | | Parallel Session 8.5 | | Parallel Session 8.6 | | Parallel Session 8.7 |
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| | | **Shifting working times: paid and unpaid work** | | **Strengthening labour standards** | | **Non-standard work** | | **Assessing the Effects of Supply Chain Regulation** | | **GSC5: Roundtable Discussion: Rising Powers, Labour Standards and the Governance of Global Production: Findings from China, Brazil and India** | | **On-call work and related forms of casual employment in developed economies (1)** | | |
| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | |
| | **Chair** | Corina Rodríguez (University of Buenos Aires) | | Geoff Giudice | | Uma Rani (ILO) | | John Howe (Melbourne Law School) | | Julia Lear (ILO) / Colin Fenwick (ILO) | | Martine Humblet (ILO) | | |
| 09.00-10.30 | **#1** | S Kanjilal | Paid Unpaid Work Within The Interactions Of Social Hierarchy: A Study Of Rural India | KG Tijdens and M van Klaveren | How many countries do have a statutory minimum wage? | A Koukiadaki, A Trif, and M Kahancova | Precarious work and employers - The missing link | AK Giri | Labour Conditions in Global Value Chains in India: The Case of Handknotted Carpet Manufacturing Cluster | K Nadvi and P Knorringa | Rising Powers, Labour Standards and the 'Social Contract': Comparative evidence from Brazil, China, and India. | A Adams and J Prassl | Zero-hours contracts in the United Kingdom : trends, impact and policy solutions | |
| | **#2** | F Pattanaik and Mr Singh | Why without pay? Linkages between Women's Unpaid work, Education, and Economic Growth in India | M Thomas, K Mirchandani, S Condratto, M Steedman, G Akkaymak, and P Hira-Friesen | Strengthening Participatory Approaches to the Enforcement of Employment Standards in Ontario, Canada | N Pons-Vignon | Does subcontracting create dynamic entrepreneurs or exploited workers? Remarks from a South African case study | SJ Frenkel, K Rachman, and S Rachman | Between Lead Firms and Institutional Ensembles: Labour and Safety Practices in Bangladeshi Garment Export Factories | K Das | Labour and Standards in India's Tiruppur Knitwear Cluster: Emerging Challenges | M O'Sullivan | The Prevalence of Zero Hours Contracts among Irish Employers and their Impact on Employees | |
| | **#3** | H Chung and M van der Horst | Flexible working, increase in work intensity and the role of gender and parental status in the UK | L Tortell, TZ Shroff, and CF Fenwick | Bridging the past to the future: The role of the Standards Review Mechanism in ensuring coherence within the International Labour Standards system | K Muszyński | Chances and limitations of normalisation of non-standard employment. The case of Poland | T Bopaiah and S Pellissery | A case for an integrated monitoring process: The role of Business, State, Unions and Civil Society in the production monitoring process | C Chan | Global Recession, China Dream and Striking Workers: the political economy of labour relations in China | I Campbell | On-call work and related forms of casual work in New Zealand and Australia | |
| | **#4** | | | | | | | | | | | | | |
| 10.30-11.00 | Coffee break | | | | | | | | | | | | | |

| | | Parallel Session 9.1<br>**Women's labour force participation (1)** | | Parallel Session 9.2<br>**Regulating decent work: Issues and labour market outcomes** | | Parallel Session 9.3<br>**Self-employment: Real or Fictitious** | | Parallel Session 9.4<br>**Global Production Networks: Challenges and Responses** | | Parallel Session 9.5<br>**Social Protection and Human Rights** | | Parallel Session 9.6<br>**On-call work and related forms of casual employment in developed economies (2)** | | Parallel Session 9.7 |
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| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | II (R3 south) | | IX (R2 south) | | |
| | **Chair** | Laura Addati (ILO) | | Sukti Dasgupta (ILO) | | Gerhard Bosch (IAQ / University of Duisburg-Essen) | | Julia Lear (ILO) | | Christina Behrendt (ILO) | | Janine Berg (ILO) | | |
| 11.00-12.30 | **#1** | A Sengupta | Status of Home-Based Workers in the Post-Reform Period in India | D Moon and H Chung | Does 'flexicurity' labor market policy moderate the impact of precarious employment on health? | M Wilkens | Exploring self-employment in Europe | JK Schenner | Corporate Social Responsibility and the Role of the State | M Sepúlveda Carmona | The HRBA to social protection – implications for the future of work | E McCrate | Just-in-time scheduling practices and other forms of on-call employment in the United States | |
| | **#2** | JW Besamusca | Social status effects in the motherhood penalty in occupational status | SF Deakin, S Marshall, and S Pinto | Labour Laws, Informality, and Development: Comparing India and China | SM Cavalcante and VA Filgueiras | The new farewell to work: the dissimulation of employment in Brazil and United Kingdom | J Bair and J Blasi | Bargaining up the supply chain: Towards a typology of multi-party bargaining | V Esquivel | Care policies as part of social protection: Lessons from Uruguay and Costa Rica | S Burri, S Heeger-Hertter and S Rossetti | The use and regulation of on-call work in the Netherlands | |
| | **#3** | G Yasmeen | Sustainable Livelihoods and Women's Economic Empowerment: adapting to Technological and Demographic Change | KR Henry | Understanding Zero-Hours Contracts as a Variegated Phenomenon: Intitial Findings from the UK Higher Education Sector | R Semenza and A Mori | In search of citizenship: Independent professional workers in Europe | K Kolben | Consumer Citizens and the Consumer Imaginary | N Piper | Redefining a rights-based approach to contemporary migrant labour in Asia | JC Messenger | Discussant | |
| | **#4** | Wailerdsak (Yabushita) | Women in Business in Thailand: High Participation without EEOs and the Sufficiency Economy | | | | | | | G Köhler | A rights-based approach to social policy in South Asia | | | |
| | **#5** | | | | | | | | | C Devandas | Leaving no one behind: Disability Inclusive Social Protection | | | |
| 12.30-14.00 | Lunch break<br>**Lunchtime side event:** "Non-standard forms of employment" with Gunther Schmid (Free University of Berlin), Niklas Bruun (Hanken School of Economics), Nicola Countouris (University College London)<br>Room: VII (R2 south)<br><br>**Lunchtime side event**: Action, Collaboration, Transformation (ACT) presentation: "The path towards living wages - industry wide bargaining for the garment and textile industry"<br>Room: III (R3 south) | | | | | | | | | | | | | |

| | | Parallel Session 10.1<br>**Women's labour force participation (2)** | | Parallel Session 10.2<br>**"Green workers" and self-help for new jobs** | | Parallel Session 10.3<br>**Hazardous work** | | Parallel Session 10.4<br>**Measuring the Effects and Effectiveness of Labour Regulation** | | Parallel Session 10.5 | Parallel Session 10.6 | Parallel Session 10.7 |
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| | **Room** | III (R3 south) | | IV (R3 south) | | VII (R2 south) | | V (R3 south) | | | | |
| | **Chair** | Sukti Dasgupta (ILO) | | Maria Travieso (ILO) | | Jill Rubery (University of Manchester) | | Deirdre McCann (Durham University) | | | | |
| 14.00-15.30 | **#1** | Sudipa Sarkar | Labour Force Transitions of Women in India: A Panel Analysis | RK Dhir, M Oelz, and M Harsdorff | Indigenous Peoples and Climate Change – From Victims to Change Agents through Decent Work | DP Sha | The Condition of Work in the Mineral Extractive Industrial Sector in West Africa | AO Folawewo | Governance, Regulatory Framework and Labour Market Outcomes in Nigeria | | | |
| | **#2** | RA McDonald | Securing Decent Work for Vulnerable Workers Needing Maternity Protection: Future Directions (Case Study: Australia and the Philippines) | S Saha and R Nandi | Towards a feminist Social and Solidarity Economy | D Saha | Small Tea Growers in Indian Plantation Economy: Employment Restructuring and Decent Work Questions in Agricultural Value Chain | A Kiss, A Arpaia, P Cardoso, K Van Herck, and A Vandeplas | Statutory minimum wages in the EU: Institutional settings and macroeconomic implications | | | |
| | **#3** | I Mukhopadhyay and S Kanjilal | Female Employment in Contemporary Rural India and Well-Being of female workers | | | N Nizami | Changing Work Organizations and Implications for Decent Work - A Case Study of Information Technology Industry in India | AM Halegua | Using "Big Data" to Measure Labor Dispute Resolution Systems' Performance: China as Case Study | | | |
| | **#4** | N Otobe | Gender dimensions of employment trends and future of work: where would women work next? | | | | | SF Deakin, Z Adams, P Bastani, and L Bishop | The CBR-LRI Dataset: Methods, Properties and Potential of Leximetric Coding of Labour Laws | | | |
| 15.30-16.00 | Coffee break | | | | | | | | | | | |
| 16.00-17.30 | **Plenary Session 3: The governance of work: labour regulation's complex future**<br>Speaker: Kerry Rittich (University of Toronto), David Levi-Faur (Hebrew University of Jerusalem)<br>Chair: Moussa Oumarou (ILO)<br>Room: GB room (R3 south) | | | | | | | | | | | |
| 17.30-18.00 | **Closing ceremony, with RDW prize award**<br>Room: GB room (R3 south) | | | | | | | | | | | |

## 4. INSTRUCTIONS FOR CHAIRING AND PRESENTING

Please remember that time keeping is critical in running the conference smoothly. Failure to do so may have knock-on effects, and risk affecting other presenters and sessions.

**Chairpersons** are requested to take overall responsibility for the timely running of each session. This includes ensuring that each Presenter is given sufficient time – and an equal amount of time – in which to make their presentation. It also includes politely reminding Presenters, where necessary, of the overall need for timeliness. As to this, each room will be equipped with cards that the Chairperson can use to remind Presenters of their remaining time. There will also be a card with which to remind Presenters that their time has expired.

Following presentations, the Chairperson is asked to manage the discussion and questions. Chairpersons are asked to ensure that as many questions can be asked and answered as possible, and that all Presenters have an opportunity to engage in dialogue with those attending their session. Chairpersons may think it appropriate to stimulate questions – or further questions – in response to papers, but are not asked to act as discussants.

**Presenters** are asked to take personal responsibility for delivering their papers in keeping with the overall need for timeliness. Among other things, this will ensure the maximum possible time for each Presenter to discuss their work with conference participants attending their session.

**Both Chairpersons and Presenters** are asked to arrive in the room for their session 10 minutes before the scheduled starting time. This will allow all participants to determine how the session will proceed, including the order of presenters, and the issue of whether questions will be taken after each presentation, or at the end of all presentations in the session. It will also allow time to ensure that presentations are available for use from the IT facilities in the room for the session.

### Presentation slides

All Presenters are asked to upload their conference presentation to a web repository at least one (1) day prior to their presentation. All ILO conference rooms have internet access. Due to logistical and security reasons, Presenters may not use personal computers or USB devices. There are no exceptions.

### Chairperson and “master book”

For a quick and easy reference for Chairpersons – and Presenters – a “Master Book” will be provided on the podium in each room with all necessary details. This will include a list of sessions to be held in that room, as well as each Presenter’s abstract. The Chairperson should consult with each Presenter as to how they may prefer to be introduced.

### Time allocation

#### Plenary sessions

In principle, each Plenary Speaker will have a total of 30 minutes for their presentation, which will be followed by 15 minutes’ discussion. The Chairperson, in consultation with the Plenary Speakers, will decide and communicate further details of organizing the plenary sessions.

**Parallel sessions**
Our recommendation is:

- Three paper session: 20min presentation + 10min for questions and discussion
- Four paper session: 15min presentation + 8min for questions and discussion

Please prepare your presentation accordingly. Exceeding your time limit may have knock-on effects, and risk affecting other presenters and sessions.

## 5. CONFERENCE HIGHLIGHTS

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| **OPENING CEREMONY**<br>**WITH GUY RYDER (DIRECTOR-GENERAL, ILO)** | **Monday 3 July: 09.00-09.30**<br>**Governing Body Room**<br>**(R3, South)** |

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| **Plenary Session I**<br>**Care Jobs and the Care Economy – an opportunity for the future of decent work** | **Monday 3 July: 09.30-11.00**<br>**Governing Body Room**<br>**(R3, South)**<br>Chair: Manuela Tomei, Director of the Conditions of Work and Equality Department (ILO) |

**Background**

Care is crucial for well-being—every person needs to be cared for in order to survive and thrive. Around the world, women, especially those with low-income, migrant and from ethnic minorities, do most of the unpaid care work –the activities that meet the physical and emotional needs of children, the elderly and able-bodied adults performed in households and communities. Because this work is unpaid, it typically falls below the radar of social and economic policies. Yet, that does not mean it is costless. The unequal distribution of the unpaid care work remain among the key drivers of gender inequalities in the labour market, impacting women's labour force participation, access to decent work and social protection and to leadership positions. The extent of the unpaid care work is such that it also typically offsets coverage and quality gaps in social protection systems.

Access to good-quality employment is the most important factor leading to women's economic empowerment (SDG 5), but the lack of adequate paid parental leave, access to childcare and social services, and family-friendly work arrangements pushes women to leave the labour market, to reduce their time in paid employment or to take up lower-quality jobs to address their dependants' care needs, resulting in gender gaps in the labour force.

The flipside of this imbalance between women's and men's work and family responsibilities are the working conditions of care workers around the world – the doctors, nurses, teachers, nannies or domestic workers, to name but a few of care occupations. Very frequently, these occupations are highly feminized and lowly paid, while there are glaring gaps in coverage and access. Paid care provision also increasingly relays on "global care chains", namely the care work of migrant women leaving their families behind in lower income countries that enable household members – mostly women – to take up paid work in higher income countries. Yet, creating care jobs that are decent and enough to cover the future care needs will be crucial to a "high road" to care, and bears implications for the future of work, as the care economy, along with the green economy, are estimated as the two main sources for future job growth, both in developed and developing countries.

**Objectives**

The panel aims at unpacking four main dimensions of the care economy: first, it will address the question of recognizing unpaid care work and the ways the "care economy" –the totality of care work, both paid and unpaid– can be integrated into labour market analyses. Second, drawing on examples

from regional experiences, the panel will explore social protection policies and public care services, looking at specific measures or "policy mixes" to achieve a "high road" to care. Third, the discussion will focus on decent jobs in care economy as a condition for quality care and a driver of job creation. The issue of "global care chains" – in a context of demographic changes and quality job crisis – and the role of coherent care, employment and migration policies will be highlighted. The role of the labour movement in representing care work and promoting decent jobs in the care economy will also be covered. Finally, the discussion will conclude on how macroeconomic frameworks can solve the care conundrum in enabling the recognition, reduction and redistribution of unpaid care work.

**Professor Susan Himmelweit**
**Open University**

**CARE JOBS AND THE CARE ECONOMY: FRAMING THE ISSUES FOR THE FUTURE OF DECENT WORK**

This presentation will start by outlining what is meant by the Care Economy, examining its component sectors that provide care both paid and unpaid. It will then outline some special features of care and the implications these have for its provision by different sectors. It will make the point that for paid care, the quality of employment, in terms of training, working relations and pay, and the quality of care provided are inherently connected, and that both employment and care quality have important impacts on gender equality. It will show why private for-profit care tends to be of poor quality in both senses.

The presentation will then go on to make the case for why public spending on care should be considered as a worthwhile form of investment in social infrastructure, both in the long run and more immediately by providing a larger total number of jobs than traditional forms of infrastructure spending and by making a large contribution to closing the gender employment gap. The employment effects, and the increased revenue gained from them, would also massively reduce the net costs to the state of investing in care. However, to be effective and worthwhile such public investment needs to be in decent care jobs and therefore in the public or community non-profit sectors, rather than in the private for-profit sector, in order to ensure the longer-term benefits of both high-quality care and high-quality care jobs.

**Susan Himmelweit** is Emeritus Professor of Economics at the Open University. Her research is on gender issues in economics, particularly those located at the boundary between the household and the market economy; including intra-household financial issues, the gender impact assessment of policies, and theoretical and policy issues around care. She is a founder member and past chair of the UK Women's Budget Group, a think tank that analyses the gender aspects of economic and social policy, an active member of the International Association for Feminist Economics and was its President in 2009.

Her latest book is "Economics and Austerity in Europe: Gendered impacts and sustainable alternatives" co-edited with Hannah Bargawi and Giovanni Cozzi published by Routledge (2016).

She is a co-author of two reports by the Women's Budget Group for the International Trade Union Confederation and UN Women, both available at: http://www.ituc-csi.org/:

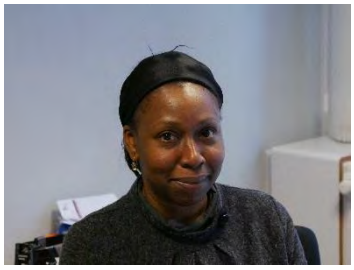
De Henau, J., Himmelweit, S., Lapniewska, Z., and Perrons, D. (2016) Investing in the care Economy. A gender analysis of employment stimulus in seven OECD countries, March 2016

De Henau, J., Himmelweit, S., and Perrons, D. (2017) Investing in the Care Economy. Simulating employment effects by gender in countries in emerging economies, January 2017.

**Professor Elissa Braunstein**
**UNCTAD**

**Elissa Braunstein** is a Senior Economic Affairs Officer at the Division of Globalization and Development Strategies at the United Nations Conference on Trade and Development (UNCTAD). She is also an Associate Professor in the Department of Economics at Colorado State University (currently on leave). She has a Ph.D. in economics from the University of Massachusetts Amherst, and a Master's Degree in Pacific International Affairs from the University of California. Her work focuses on the international and macroeconomic aspects of development, with particular emphasis on economic growth, social reproduction and gender equality.

**Professor Chidi King**
**ITUC**



**Chidi King** is the Director of the Equality Department at the International Trade Union Confederation (ITUC), dealing with issues such as gender equality, migrant labour, youth employment, social protection and the informal economy. The ITUC is based in Brussels and is the umbrella organisation for trade union national centres worldwide, with a membership of 181 million workers in 163 countries and territories.

**Chidi King** has also worked on employment rights and civil liberties issues with UK Trade Union Congress, as the equality and rights officer with the Global Union Federation Public Services International, based in France; and as the senior lawyer with the public interest disclosure charity Public Concern at Work.

**Professor Eleonore Kofman**
**Middlesex University**

**Eleonore Kofman** is Professor of Gender, Migration and Citizenship and co-Director of the Social Policy Research Centre at Middlesex University. Her research focuses on gender, care, social reproduction and migration; migration work and welfare; and theoretical and empirical aspects of family and skilled migrations. She is the co- author of Gendered Migrations and Global Social Reproduction, Palgrave Macmillan, 2015 and co-editor of Gender, Generation and Family in International Migration, University of Amsterdam Press, 2011 as well as articles on care and global labour migrations for Journal of Ethnic and Migration Studies, 2013, the dynamics of care migration in the global South for Social Politics, 2012 and on gender and skilled migration policies for International Migration, 2014. Eleonore is currently completing research on refugees crossing the Mediterranean with a particular in interest on family and gender issues and co-ordinating the chapter on Families on the Move for Progress of the World's Women 2018. Families in a Changing World, UN Women.

**Eleonore Kofman** is a member of the recently established US-based network on Global Labor Migration and a participant in a Canadian research network on Managing Citizenship, Security and Right: regulating marriage migration in Europe and North America. She is on the Executive Board of IMISCOE, the largest European network of research scholars on migration and integration.

**Professor Magdalena Sepúlveda**
**UNRISD**

Magdalena Sepúlveda is Senior Research Associate at the United Nations Research Institute for Social Development (UNRISD). She is also a member of the Steering Committee of the High Level Panel of Experts on Food Security and Nutrition (HLPE) of the United Nations Committee of World Food Security and a member of the Independent Commission for the Reform of International Corporate Taxation (ICRICT). From 2008 to 2014 she was the United Nations Special Rapporteur on Extreme Poverty and Human Rights.

Ms. Sepúlveda's 20-year career has focused on the intersection of poverty, development and human rights and has bridged research and activism. She has worked as a researcher at the Netherlands Institute for Human Rights, as a staff attorney at the Inter-American Court of Human Rights, as the Co-Director of the Department of International Law and Human Rights of the United Nations-mandated University for Peace in Costa Rica and as a Research Director at the International Council on Human Rights Policy, in Geneva. She has also served as a consultant to several international organizations including UNWOMEN, the World Bank Group, UNHCR, ILO and OHCHR and has worked with a range of NGOs in formal and informal capacities. She has published widely on human rights, poverty and development and taught various post graduate courses at universities in Latin America and at the Oxford University Summer Course on Human Rights. Ms. Sepúlveda is a Chilean lawyer who holds a Ph.D in International Law from Utrecht University in the Netherlands, an LL.M in human rights law from the University of Essex in the United Kingdom and a post graduate diploma from the Pontificia Universidad Católica de Chile.

| **Plenary Session II**<br>**Can a universal basic income resolve future income security challenges?** | **Tuesday 4 July: 17.00-18.30**<br>**Governing Body Room (R3, South)**<br>Chair: Sandra Polaski |
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Universal basic income approaches are currently high on the agenda as possible policy options to resolve the income security challenges that emerge on the one hand from new forms of work in the wake of digitalization and automation, as well as from informal and precarious employment. There is however a wide diversity of proposals on the table, which drastically differ in terms of the level of the proposed basic income, the prospective recipients, financing modalities, and the benefits and services that such a universal basic income would replace, as well as on the expected economic and social impacts. One of the ongoing pilot tests of a universal basic income approach is currently conducted by the Finnish Social Insurance Institution (KELA), which will be presented and discussed in this session.

**Professor Olli E. Kangas**
**Social Insurance Institution of Finland**

**BASIC INCOME EXPERIMENT IN FINLAND**

The center-right government decided to experiment with basic income in Finland. The Government reserved €20M for the experiment, which started in 2017 and will last to the end of 2018. With the help of the experiment the Government wants to explore the possibilities to diminish the work disincentives and income traps that cause problems in the present social transfer system in Finland. There are a number of income-tested 'basic' benefits that are paid on top of each other. The joint effect of these layered benefits is that the effective marginal tax rates become very high and consequently, work does not necessarily pay off. In the experiment, an unconditional benefit of €560 is paid to 2,000 unemployed person randomly taken from the registers of the Social Insurance Institution of Finland. The participation is obligatory. There is an identical control group. In the end of the experiment the treatment group and control group will be compared in terms of employment behaviour, health and well-being.

**Olli Kangas** took his PhD degree in 1991 at the University of Helsinki, Finland. Since 2008 he has been chair of the Research Department at the Social Insurance Institution of Finland (Kela) that is responsible for the main social insurance programs including old-age, sickness and unemployment benefits. 1993-2003 he was professor and head of the Department of Social Policy at Turku University, whereafter he worked three years as professor at the Danish Institute of Social Research in Copenhagen. He has occupied the H.C. Andersen professorship 2012-2013 at the University of Southern Denmark and Olof Palme professorship (2015 and 2017) at the University of Uppsala. His research interests have revolved around comparative studies on welfare state institutions and their consequences in terms of income, poverty, health and well-being.

**Professor Gerhard Bosch**
**University of Duisburg-Essen**

## UNCONDITIONAL BASIC INCOME – AN ALTERNATIVE TO THE WELFARE STATE?

An unconditional basic income (UBI) is extremely expensive since it goes to everyone. It should replace the current welfare states. It is argued that minimum wages, collective agreements or active labor market policy are not needed anymore. The result would be the biggest deregulation program ever in history. Sickness, handicaps or accidents would put people in extreme poverty since an UBI will not cover the extra costs. All the problems of the present capitalism remain unsolved. Why should companies without politically pressure be willing to pay taxes to finance a reasonable UBI, especially the Silicon Valley companies which are promoting this idea and escaping in tax oasis at the same time? Who should organize this pressure if unions are disappearing?

A temporary UBI for certain groups like the Finish basic income for recipients of unemployment compensation is a completely different concept. It is not universal, it is targeted, it is limited to 2000 people, temporary and as a small experiment it can become part of the Finish welfare system with all its present institutions. The extension to all unemployed will, however, increase costs and may well be possible only by cutting down other welfare benefits. It will also distort the labor market, since unemployed with the UBI-subsidy may replace regular workers.

**Gerhard Bosch** (University Duisburg-Essen) is Professor Emeritus of sociology at the Institute for Work, Skills and Training (Institut Arbeit und Qualifikation) in the university Duisburg-Essen. He is an economics and sociology graduate from the University of Cologne. His fields of research are: International Comparison of Employment, Training, Industrial Relations and Welfare Systems, Work Organization, Working Time and Employment Policy. Recently he carried out big international comparative research projects financed by the European Commission, the fifth and the sixth framework programme of the European Commission, the Russel Sage Foundation (New York) and the Humboldt Foundation. He has been advisor for the OECD, the ILO and the EC and various occasions. Gerhard Bosch has been member of a High Level Expert Group on the Social and Societal Aspects of the Information Society of the European Commission (1995-1997) and of the EU Expert group for the Review of Greek Labour Market Institutions 2009. He was also member of three High Level Expert Groups of the German government on Financing Life Long Learning (2001-2003), on Older Workers (2003-2005), and on Equal Opportunity (2009-2010).

**Corina Rodríguez Enríquez, PhD**
**CIEPP**

**BASIC INCOME STRENGTHS AND WEAKNESSES FROM A LATINAMERICAN AND GENDER PERSPECTIVE**

The presentation will highlight how the basic income proposal is framed in the Latin American context, its strengths and weaknesses to provide income security in a context of segmented labour markets, high level of informality, low wages and persistent gender gaps. It will discuss whether basic income is being discussed as complementary or substitute to existing social protection schemes. It will also locate the potential of basic income to remove gender gaps in a context of low female labour participation, weak family-life balance policies and traditional gender stereotypes. It will finally approach the discussion of basic income funding possibilities.

Economist (University of Buenos Aires), MA on Public Policy (Institute of Social Studies, The Hague, The Netherlands), PhD on Social Sciences (Flacso, Argentina).

Researcher at the National Council of Research (Conicet) and at the Interdisciplinary Centre for the Study of Public Policy (Ciepp) in Buenos Aires. Lecturer in National Universities in Argentina. Consultant for International Agencies.

Executive Member of Development Alternatives with Women for a New Era (DAWN). Member of the Latin-american Gender and Macroeconomics Group (GemLac). Board Member of the International Association for Feminist Economics (IAFFE).

Works from the Feminist Economics approach in issues on Social and Fiscal Policies, Labour Market, Poverty, Income Distribution and Care Economy.

| Plenary Session III<br>The governance of work: labour regulation's complex future | Wednesday 5 July: 16.00-17.30<br>Governing Body Room<br>(R3, South)<br>Chair: Mr Moussa Oumarou, Director of the Department of Governance and Tripartism (ILO) |
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Effective governance of work is essential for socially just development. This session focuses on the role of the nation state as a central actor in that endeavour. The point of departure is that despite the changes wrought in recent decades, the nation state remains the basic constituent of the international order. In this conception, therefore, the state remains the essential actor: only the state is both authorised and required to mediate between global economic and political evolution, on the one hand, and the citizen and the firm, on the other.

**Professor Kerry Rittich**
**University of Toronto**

**FINDING THE RULES, FRAMING THE RULES: STABILITY, CHANGE AND COMPLEXITY IN WORKPLACE GOVERNANCE**

At a moment in which myriad private actors and non-state institutions play such a visible role in setting rules and norms at work, it is easy to lose sight of the enduring role still played by the state. Yet if it is a mistake to imagine that the state has now been sidelined, then a wider lens on the role of legal rules in labour markets and the workplace is in order too.

Three avenues now provide a better route to understanding both the role of the state and the present possibilities for better governing work. We may develop a more complete taxonomy of the ways that formal laws 'rule' at work, noticing their constitutive, coercive and coordinating functions in particular; examine the legal structure of networked production and global supply chains; and situate the rules, norms and practices that govern informal markets at the centre of the analysis of work and global labour markets. This route promises a better understanding of limits as well as the possibilities of non-state modes of governance at work, a means to examine how different normative regimes and institutions may interact, and a way to see continuities among labour markets across the Global South and North.

**Kerry Rittich** is Associate Dean and Professor of Law, Women and Gender Studies and Public Policy and Governance at the University of Toronto. She writes in the areas of labour law, international institutions and global governance, law and development, and gender and critical theory. Publications include Recharacterizing Restructuring: Law, Distribution and Gender in Market Reform (Kluwer Law International, 2002); (with Joanne Conaghan), Labour Law, Work and Family: Critical and Comparative Perspectives, (OUP, 2005); "The Future of Law and Development: Second Generation Reforms and the Incorporation of the Social" in David M. Trubek and Alvaro Santos eds., The New Law and Economic Development: A Critical Appraisal (CUP, 2006); "Black Sites: Locating the Family and Family Law in Development" (American Journal of Comparative Law, 2010); "The Right to Work and Labour Market Flexibility: Labour Market Governance Norms in the International Order", V. Mantouvalou, ed., The Right to Work: Legal and Philosophical Perspectives (Hart, 2015) and (with Guy Mundlak) "The challenge to comparative labor law in a globalized era", M. Finkin and G. Mundlak, eds., Comparative

Labor Law (Elgar, 2015); and "Theorizing International Law and Development", F. Hoffman and A. Orford, eds., Oxford Handbook of the Theory of International Law (OUP, 2016). She has been the Mackenzie King Visiting Professor of Canadian Studies at Harvard University, Visiting Professor at the Watson Institute for International Studies at Brown University, and Professor and Academic Director of the Center for Transnational Legal Studies, London.

**Professor David Levi-Faur**
**Hebrew University of Jerusalem**

**THE RISE AND RISE OF THE REGULATORY STATE**

My aim is to present a constitutive approach to the regulation of capitalism. The concepts of re/de/regulation and re/de/commodification, the substantive hurt of capitalism, are brought together and are interlinked: regulation-for-commodification rather than only regulation-against-commodification or regulation-of-commodification. I then move to state centered analysis. The rise of the regulatory state is presented as a polymorphic expansion of the capitalist state, where the regulatory state serves as the infrastructure of the capitalist state. Moving beyond the state, I employ the concept of regulatory capitalism to denote the increasing expansion and importance regulation as an instrument -of-and-for-capitalism at the systemic level. The analysis emphasizes the polymorphic characteristics of both the state and capitalism and therefore does imply that the rise of regulatory state and regulatory capitalism suggest a transformation or decline of other forms of state or the current capitalist order. Instead, I assert that the regulatory morphs of state and capitalism support and constitute other institutional morphs. This conceptual exercise reopens and relinks the theoretical and analytical terrain of two fields - introducing capitalism to the scholarly field of regulatory governance and regulation to the political economy of capitalism.

**David Levi-Faur** (Hebrew University of Jerusalem) specialized in regulation of governance theory and its application and extension to various domains of governance. He is Professor for Political Science and Public Policy at the Federman School of Public Policy and the Department of Political Science of the Hebrew University. He held research and teaching positions at the University of Haifa, the University of Oxford, the Freie Universität Berlin, the Australian National University and the University of Manchester. He held visiting positions in the London School of Economics, the University of Amsterdam, University of Utrecht and University of California (Berkeley). His work includes special issues of the Annals of the American Academy of Political and Social Sciences (The Global Diffusion of Regulatory Capitalism, co-edited with Jacint Jordana) and Governance (Varieties of Regulatory Capitalism). More recently he acted as editor of the he Oxford Handbook of Governance (OUP, 2012) and The Handbook of the Politics of Regulation (Edward Elgar, 2011). For the last nine years is also a editor of Regulation & Governance, a highly ranked journal that serves as a leading platform for the study of regulation and governance in the social sciences.

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| **CLOSING CEREMONY**<br>**WITH GUY RYDER (DIRECTOR-GENERAL, ILO)** | **Wednesday 5 July: 17.30-18.00**<br>**Governing Body Room**<br>**(R3, South)** |

## 6. CONFERENCE SIDE EVENTS

| Lunchtime side event<br>THE FUTURE OF WORK AND THE INDIVIDUAL | Monday 3 July: 13.00-14.00<br>Room VII (R2, South)<br>Speakers: Maria Prieto and Maria Marta Travieso, ILO |
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In the framework of the ILO centenary celebrations, the Director-General has proposed to address, through the Future of Work initiative, the implications of the transformational change that is impacting the world of work. This reflection is carried out under the prism of four main "conversations" related to work and society, decent jobs for all, the organization of work and production and the organization of work. The future of work will certainly have concrete consequences on the individual. We will examine these consequences from the point of view of "the individual of the future" taking into account the four conversations mentioned.

Firstly, there might be a change in the role of the individual in the society of the future. Will the individual work or not? If yes how much and if not where would the livelihood come from? (With a regional perspective). There is a need to reflect on the nature of work and the impact of the work performed on society and on the individual. The characteristics of the jobs of the future have to be examined too, particularly concerning paid and unpaid work.

Secondly, how will the individual find a job in the labour market of the future? Will the jobs s/he has been trained for subsist? Will s/he have the capacities to enter the new world of work? Which are the sectors s/he is more likely to work in in the future. Is the future world of work including her/him whatever his circumstances (man, woman, young, old, migrant, worker with family responsibilities, worker with disabilities, etc.)?

Thirdly, how is our individual going to work? Traditional structures are changing, how will this impact on the manner work is performed? Technology will bring a wealth of new possibilities in the way s/he will organize her/his work. The frameworks within which the individual will carry out her/his work will substantially change: platforms and projects, time and space, small and big structures. Which are the consequences on the individual's rights, including freedom of association and collective bargaining, working conditions, social protection, and taxes?

Fourth, changes in the world of work will also involve changes in the manner in which societies at local, national and international level organize themselves. How will the new systems in place ensure that our individual is better off? How will standards take the individual into account and how will the individual participate in the construction of the system (dialogue). Which are the structures s/he will participate in? How can society ensure equality in the implementation of individual rights?

| **Movie screening and discussion**<br>**The True Cost by Andrew Morgan** | **Monday 3 July: 17.30-19.00**<br>**ILO Cinema (R2, South)**<br>Chair: Uma Rani, ILO<br>Discussants: Mark Anner (Penn State University) and Gary Gereffi (Duke University) |
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## About the movie

This is a story about clothing. It's about the clothes we wear, the people who make them, and the impact the industry is having on our world. The price of clothing has been decreasing for decades, while the human and environmental costs have grown dramatically. The True Cost is a ground-breaking documentary film that pulls back the curtain on the untold story and asks us to consider, who really pays the price for our clothing? Filmed in countries all over the world, from the brightest runways to the darkest slums, and featuring interviews with the world's leading influencers including Stella McCartney, Livia Firth and Vandana Shiva.

## Discussants

**Mark Anner** is an Associate Professor of Labor and Employment Relations, and Political Science, and he is the Director of the Center for Global Workers' Rights. He also directs the School's Master's Program in Labor and Global Workers' Rights, which is a part of the Global Labour University network. Dr. Anner's current research examines how pricing and other sourcing dynamics in global supply chains affect working conditions and workers' rights. He has researched and written on international labour solidarity, labour law reform in Latin America, strikes in Vietnam, and corporate social responsibility in the global apparel industry. His field research has taken him to El Salvador, Honduras, Brazil, Vietnam, Bangladesh, and, most recently, India.

**Gary Gereffi** is Professor of Sociology and Founding Director of the Center on Globalization, Governance, & Competitiveness at Duke University (http://www.cggc.duke.edu/). Gary has published numerous books and articles on globalization, industrial upgrading, and social and economic development, and he is one of the originators of the global commodity chain and global value chain frameworks. His most recent books include: Brazilian Industry in Global Value Chains (Portuguese and English) (Elsevier, 2014); Shifting End Markets and Upgrading Prospects in Global Value Chains (special issue of International Journal of Technological Learning, Innovation and Development, 2011); Global Value Chains in a Postcrisis World: A Development Perspective (The World Bank, 2010); and The New Offshoring of Jobs and Global Development (International Institute of Labor Studies, 2006).

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| **Movie screening (20 min) and discussion**<br>**The Moderators by Adrian Chen and Ciaran Cassidy** | **Tuesday 4 July: 12.30-13.30**<br>**Les Gobelins, R2 South**<br>Chair: Janine Berg, ILO<br>Discussant: Six Silberman, IG Metall |

### About the movie

In an office in India, a cadre of Internet moderators ensures that social media sites are not taken over by bots, scammers, and pornographers. The Moderators shows the humans behind content moderation, taking viewers into the training process that workers go through in order to become social media's monitors.

### Discussant

Six Silberman works in the Crowdsourcing Project at IG Metall (the German Metalworkers' Union), where he works with Robert Fuß and Vanessa Barth to organize German crowd workers and collaborate with workers, platform operators, policy makers, and other unionists to develop and implement political and operational proposals for a fair future of platform-based work. With Ellie Harmon he operates Fair Crowd Work (http://faircrowdwork.org), an "online atlas" of work processes and working conditions on digital labor platforms. Silberman was lead author and coordinator of the "Frankfurt Paper on Platform-Based Work" (http://crowdwork-igmetall.de) and author of "Fifteen criteria for a fairer gig economy" (http://tinyurl.com/criteria-for-a-fairer-gig-econ). Since 2008 he has worked with Lilly Irani and Kai Li to maintain and evolve Turkopticon, an independent employer reputation system used by tens of thousands of workers on Amazon's Mechanical Turk platform. He is on Twitter as @trihybrid.

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| **Lunchtime side event**<br>**Book discussion: "International organizations and shifting policies of GSCs"**<br>by Profs. Gary Gereffi and Frederick Mayer | **Tuesday 4 July: 12.30-13.30**<br>**Room VII (R2, South)**<br>Introduction: Sangheon Lee (ILO); Discussant: James Zhan (UNCTAD) and Jennifer Bair (University of Virginia) |

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| **Lunchtime side event**<br>**Non-standard forms of employment**<br>Presenters: Gunther Schmid (Free University of Berlin), Niklas Bruun (Hanken School of Economics), Nicola Countouris (University College London) | **Wednesday 5 July: 12:30-14:00**<br>**Room VII (R2, South)** |

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| **Lunchtime side event**<br>**Action, Collaboration, Transformation (ACT) presentation**<br>Presenters: Kemal Özkan, Frank Hoffer, Adil Rehmann and Susan Hayter | **Wednesday 5 July: 12:30-14:00**<br>**Room III (R3, South)** |

## 7. PARALLEL SESSION ABSTRACTS

| Social protection for workers in informal and precarious employment (1) | Parallel Session 1.1 |
|---|---|
| | Monday 3 July: 11:30-13:00 |
| | Room III - R3 South |
| | *Chaired by Christina Behrendt (ILO)* |

### Informal Workers and the Future of Social Protection

LC Alfers, FJ Lund, and DR Moussie

This paper will respond to current debates on the future of work-related social protection. It addresses the relevance & importance of work-related social protection in a world where informal employment, in which the employment relationships on which many social protections have traditionally been based are either non-existent, blurred or hidden, is likely increasingly to be the norm. In this context scholars (Ferguson, 2015; Barchiesi, 2011) have suggested that the de-linking of social protection from employment should be seen as a progressive policy response, arguing in favour of cash grants in the form of a basic income grant as more appropriate in contexts of high informal employment/unemployment than social policies which continue to assume the presence of a "stable Fordist industrial working class." Included in these arguments is a critique of productionist ideology which has traditionally provided one of the key conceptual links between employment and social policy.

Drawing on practical examples from work of the Social Protection Programme of Women in Informal Employment: Globalizing & Organizing (WIEGO) on health, child care & income security for older workers, this paper argues that the presence of a large and growing informal economy in the future should not be seen as justification for a wholesale dismissal of work-related social protections. Whilst acknowledging the importance of the critique of the centrality of the employer-employee relationship, the paper defends key elements of productionist ideas in relation to social protection for the informal economy. These include: i) the ways in which understanding people as workers and the risks they face in earning their livelihoods as work-related risks can change the framing of social protection in a manner which has significant implications for the design and delivery of social programmes, ii) the importance of not losing sight of a key lever – the relationship between workers, capital and the state - from which to extract contributions from capital to the financing of social protection in a context of large scale capital flight, tax avoidance and evasion by large corporations, and iii) the way in which productionism can bring social services – often marginalised in the current social protection policy trend towards social assistance and in particular cash grants – into a more central position.

### Social Protection for Informal Sector Workers in China

J Jiang, J Qian, and Z Wen

The Chinese government has recently expanded the scope of urban social insurance programmes. However, social protection for the labour force of urban informal sector, which reaches about half the number of urban workers, lags significantly behind. This under-coverage may be due to institutional constraints, particularly the household registration system (hukou), and self-selection behaviour related to the limited benefits of social insurance. Drawing on a recent nationwide individual-level survey (the China Labour-force Dynamics Survey 2012) and city-level statistics from the China

Premium Database, this study examines these two explanations for the under-enrolment of social insurance programme. First, results suggest that hukou and local fiscal capacity are major institutional constraints. Second, self-selection behaviour in programme enrolment is verified. Rich employers in the informal sector are likely to opt out of such programmes. More importantly, employers in the informal sector with rural or non-local hukou are also likely to opt out of social insurance, which suggests that self-selection behaviour is constrained by institutions.

This paper is embedded in a broad literature discussing institutional constraints to social protection including labour market structure and policy regulation. This paper contributes to the literature in three ways. First, this research pioneers in showing the degree and reason of the under-enrolment in social insurance of the labour force in the urban informal sector. Although social protection becomes more inclusive, integrated, generous, and progressive in certain administrative jurisdictions (Shi, 2012; Gao et al., 2013), this paper shows that the divisions of social insurance in regions and hukou status remain persistent and nationwide. Second, this research contributes to the literature on the politico-economic dynamic of current programme design (Wong et al., 2007; Huang, 2014, 2015; Liu et al., 2015). This paper provides micro-level evidence of the self-selection behaviour of employers in the informal sector who opt out of the social programmes because of insufficient benefit level. Third, the research reveals that the under coverage of social insurance programmes for the informal sector labour force is a result of the interplay between institutional constraints and selection behaviour. This analysis contributes in understanding the effect of interaction of enrolment eligibility rules, benefit levels, and individual conditions on the participation in social insurance.

## Paid Family and Medical Leave Social Protection in the United States: Policy Scenarios to Increase Access and Lessons Learned About Limitations for Low-Income Workers

PK Joshi, ME Baldiga, A Earle, T Osypuk, and D Acevedo Garcia

A critical policy which promotes both health equity and economic opportunity through continued employment is access to paid family and medical leave (FML). While most developed nations offer paid leave the U.S. does not. Current US FML policy is an amalgamation of federal and state level paid and unpaid policies. Embedded in these policies are criteria which limit access to FML due to eligibility criteria and affordability constraints, particularly for low-income and racially/ethnically diverse workers.

Drawing on the Current Population Survey, this paper explores the opportunities and limitations of applying a universal FML social protection (or social insurance) partial paid wage replacement approach in the US. We explore three specific types of policy: (1) employment protection only; (2) social insurance only; and (3) social insurance with progressive wage replacement. The employment protection approach is exemplified by the national Family and Medical Leave Act which provides job protection but no wage replacement. The FML social insurance approach has been adopted by several states, we model the New Jersey program, and provides broader coverage to workers and partial wage replacement through both employer and employee contributions. Finally, we explore social insurance with progressive wage replacement, a policy recently adopted by California.

First, we find that shifting from an employment protection to social insurance approach would increase workers' coverage rate from under 50% to nearly 90%. The shift would also significantly decrease lost wages, from $4,154 to $1,265 for six weeks of leave, and prevent families from falling into poverty.

Second, we evaluate the impact of the shift to social insurance on racial/ethnic and economic inequality. We find that social insurance does not alleviate racial/ethnic economic disparities; white workers have higher incomes than Hispanic and black workers on average, thus they receive higher wage replacement. Wage replacement does not alleviate economic inequalities, as workers are paid wage replacement rates based on recent earnings. Therefore, social protection improves social inclusion through increased coverage and through mitigating wage loss, yet it does not alleviate racial/ethnic or income disparities.

Lastly, we analyze the positive impact progressive wage replacement has on racial/ethnic and economic equity. Our analysis finds FML policy must incorporate progressive wage replacement, beyond establishing universal floors, to drive equity. Our analysis offers insights to countries offering partial wage replacement and supports the need for research on usage of FML by subgroup to better understand the relationship between wage replacement rates and health equity.

| **Sharing the gains: The future of income and productivity growth** | **Parallel Session 1.2** |
|---|---|
| | **Monday 3 July: 11:30-13:00** |
| | **Room IV -R3 South** |
| | *Chaired by Ekkehard Ernst (ILO)* |

**Free Trade with China: Is there a risk for employment in Latin America?**

I. Munyo

We explore the job market impact of a free trade agreement between China and Latin America. We consider the case of Uruguay, in light of the country's current negotiations to sign a trade deal with China. We analyze trade flows with China and compute the probability of robotization of each job position potentially affected by the Chinese competition. We built upon previous literature to develop a new methodology to assign a probability of robotization to each job position according to the requirements of manipulation, creativity and empathy (main bottlenecks of robotization). We conclude that potentially affected jobs are those with the higher risk of robotization within the next 20 years. Therefore, a relevant part of these job positions tends to disappear anyway. This fact should be taken into account at the time of considering costs and benefits of a free trade agreement with China.

**Estimating Living Wage Globally**

MG Guzi

This paper introduces a method to calculate the cost of decent living for a large number of countries. The proposed approach is innovative in the way that it uses prices collected through web-surveys in order to provide timely, reasonably accurate and globally comparable estimates. Cost of Living Survey initiated by WageIndicator is specifically designed to ask web visitors about consumer prices for about 100 goods and services. The actual prices of items are necessary to calculate the amount of money sufficient to cover food expenses, accommodation costs, transportation expenses and other expenses together with a provision for unexpected events. Estimates are provided for different household types including a one-person household, a typical family with children in a respective country and a standardized family of two adults and two children. The approach responds to different demands for information about the cost of decent living. The web-based data collection is very successful and

currently we estimate the cost of living for more than 50 countries (of which half are low and middle income countries in Africa, Asia and Latin America). The proposed method delivers reliable international comparison while at the same time accounts for the diversity of households, consumption patterns and prices within and across countries.

**The Labor Income Share in Developing Countries: What do we know and why should we care? Some Evidence from International Data**

K van Treeck

This paper reviews international panel data on the labor income share in low and middle income countries and has a two-fold objective. First, it provides an overview of different measurement approaches and data sources. As labor income of the self-employed -- who account for a major share of the workforce and often work in the informal sector -- is not directly observed in these countries, computing the labor share requires making assumptions. Various data sets relying on different assumptions are compared and their strengths and weaknesses discussed. Second, the paper presents basic statistics on the labor income share and extracts results which hold true independent of the data set used. Unlike suggested by standard propositions, there is evidence that the labor share is neither constant nor of a magnitude of two-thirds. The labor income share has been declining in the developing world since 1990, indicating that labor income has been lagging behind overall productivity increases in the last two decades, and is found to be one-half in size at most. There is evidence that not only the labor share of the self-employed but also of wage employees has been declining, although they make up an increasing proportion of the labor force in these countries. The decline in the labor share can also be seen in the manufacturing sector since 2000 and has been especially endured by low-skilled workers, whereas high-skilled workers managed to increase their labor income share in national value added. Decomposing by sector further suggests that not only changes within sectors drive these findings but also shifts away from labor-intensive agriculture towards more capital-intensive sectors. Finally, there is evidence that the increasing gap between a country's wage rates and productivity (and not changes in employment) is driving these results.

**What drives Labour Productivity in Africa? Implications for the Future of Work**

K C Shawa

The paper examines the drivers of labour productivity in Africa. Using the first-difference and System GMM, a dynamic panel model comprising 42 African countries is estimated. The results show that labour productivity is persistent and that it is driven by a number of variables including trade, gross capital formation, female labour participation rate, male labour participation rate, education expenditure, urbanisation rate, youth dependency ratio, elder dependency ratio, financial depth, foreign direct investment, gross domestic saving, and GDP per capita. Among these variables only gross capital formation, female labour force participation rate, and youth dependency ratio were found to have negative impacts on labour productivity in Africa. With labour participation rate and age dependency ratio disaggregated into female and male, and youth and old, respectively, important findings come to the fore. In this regard, female labour force participation has a negative impact, while male labour force participation exerts a positive influence. Similarly while youth dependency has a negative impact, elder dependency has a positive impact. This means that the use of the total labour force participation rates and total age dependency rates in regression models hides these peculiarities which are otherwise important for policy intervention. From the results a number of policy implications abound, in particular, policies that further the enhancement of education and skills

development, youth entrepreneurship, structural transformation and knowledge transfer are critical for Africa.

| Care work | Parallel Session 1.3 |
|---|---|
| | Monday 3 July: 11:30-13:00 |
| | Room VII –R2 South |
| | *Chaired by Valeria Esquivel (ILO)* |

**Deregulation, Workplace and Women in Private Healthcare System: A Study of Care Workers in India**

H Basu

The present study intends to understand changing structures of workplace and dynamics of work relations of care workers (nurses and ayahs) in the context of rapidly growing city in India— Siliguri. With limited state assisted healthcare, the city has been witnessing rapid proliferation of secondary and tertiary healthcare providers, namely, nursing homes and corporate chain hospitals. Private healthcare providers are highly dependent on cheap labour pool. Nurses and care workers form about 80 percent of the total workers in each nursing home/hospital. In the wake of increased demand for private healthcare since mid-1990s, numbers of registered and unregistered private nursing homes have increased. Insertion of technology and investment is also inducing transformation of nursing homes into multi and super speciality hospitals inducing changes in work organisation. Against this backdrop, workplace structures, work relationships, coping strategies and power dynamics in the premises of private nursing homes within the purview of labour process theory have been critically examined. The study is based on interviews with 120 care workers along with interviews with management of nursing homes, Government officials from various departments, placement agents and union leaders.

Post-1990, the rise in demand for nurses is being fed by women from tribal community (Dooars belt) and hills (Darjeeling, Sikkim and Nepal) as opposed to local Bengali women. Employers show preference for recruiting them (Nepali women and tribal women) as they are obedient and ready to work at very low wages. Nursing homes have been running with the help of under-qualified nursing attendants paying them extremely low wages. Workers face social discrimination, long working hours coupled with high work intensity. Demand for higher wages is weakened by the large pool of available workers (reserve army of labour) which always keep the wage rate low and control remains in the hands of management. The entry of Nepali and tribal women in nursing work is increasingly being aided by social networks at workplace as well as labour contractors and agents operating at the source points. The agents provide informal training and collude with nursing homes/corporate hospitals for placing women. Employers adopt various strategies to discriminate workers and eliminate resistance at workplace (strict hierarchies, control, monitoring and supervision) that lead to rising vulnerability of workers. It further shows that class and ethnicity of migrant nurses subject women to greater subordination and discrimination at workplace.

**Migration pathways for migrant care workers in Australia and New Zealand – regulatory challenges and possibilities**

J Howe, S Charlesworth and D Brennan

Researchers interested in the impact of employment, care and migration regimes on migrant care workers have focused on the complex interplay of institutions, policies, national and global conditions that produce both the conditions of work for care workers, and the conditions of care (Williams 2012; Simonazzi 2009). In particular, a number of studies have focused on the role of domestic migration law and policy in the construction of care deficits and a demand for migrant care workers (Ruhs & Anderson 2015; Hussein & Manthorpe 2013). There has, however, been little analysis of how shifts in the migration regimes of Australia and New Zealand and what are seen as looming care labour shortages shape the migration of care workers. This is surprising because in both countries a significant proportion of the frontline care workforce are migrants.

This paper examines how migration law and policy is being used in these two jurisdictions to address the labour needs of the care sector. Both Australia and New Zealand have distinct regulatory approaches when it comes to determining how labour supply challenges are met in the care sector. New Zealand uses its Essential Skills visa to allow the temporary entry of care workers, whereas Australia has historically eschewed specific visa pathways permitting low skilled temporary labour migration and has only provided a limited temporary migration pathway restricted to the highest skill care occupations through its 457 visa programme. Instead, Australia has relied on a mix of temporary migrants on partner visas, international students and working holiday makers to meet labour supply challenges in the care sector and to supplement the local workforce, which includes many long-term permanent migrants. However, there is mounting pressure on the Australian Government to provide a dedicated temporary labour migration pathway for care workers. Recent reforms such as the introduction of a Designated Area Migration Agreement for Northern Australia, the Pacific Micro States trial and changes to the work rights of working holiday makers provide new opportunities for temporary migrant care workers to come to Australia and work in the sector.

**Including migrant and precarious workers in the care sectors. Comparing union strategies and labour market outcomes in the UK and the Netherlands**

S Marino, A Keizer

This paper provides a comparative analysis of trade union action towards migrant and precarious workers in the care sectors in the UK and the Netherlands. It combines insights from the literatures on labour market segmentation and trade union (revitalization) strategies, building on attempts already made in this respect (Benassi and Dorigatti, 2015, Pulignano et al., 2015).

In relation to the first strand, attention has been paid recently to the link between labour market flexibilization and “new migration” (e.g. Castles and Miller, 2009), considered as possibly mutually reinforcing since the availability of migrant labour allows employers to offer low pay and working conditions in labour intensive segments, thus contributing to labour market segmentation (Anderson and Ruhs, 2010; McCollum and Findlay, 2015). Within this literature, and in contraposition to the “inside-outsider perspective” (Lindbeck and Snower, 2001), it has also been argued that segmentation is a bargaining outcome of negotiations between labour and management and reflects their reciprocal power (Grimshaw and Rubery, 1998). In line with this idea, segmentation also results from the weakening of trade unions and other labour market institutions (Palier and Thelen, 2010; Greer and Doellgast, 2013).

Scholarly literature on union representation of precarious and migrant workers has documented an increasingly inclusive attitude. It has stressed the relevance of union related variables, including union institutional embeddedness and identity, in shaping union strategies (Marino, 2012). However, this literature has focused less on the outcomes of union inclusive regulatory strategies.

This paper draws on these arguments to compare the union strategies and regulatory outcomes towards migrant and precarious workers in the care sector in the UK and the Netherlands. It relies on qualitative data consisting of semi-structured interviews and analyses of union documents related to the largest union confederations, the TUC in the UK and the FNV in the Netherlands.

The paper explores the extent to which flexibilization and precarity in labour-intensive sectors constitute an explanation for inclusive trade union strategies towards migrant workers – increasingly as an attempt to promote regulation for all and affirming union presence and role in these sectors. Furthermore, the paper analyzes the impact of trade union power, and in particular of institutional embeddedness, on the extent to which these inclusive strategies result in regulatory outcomes.

| **Unions and the governance of work** | **Parallel Session 1.4** |
|---|---|
| | **Monday 3 July: 11:30-13:00** |
| | **Room V –R3 South** |
| | *Chaired by Luz Rey Novas (ILO)* |

**Is it just a facade? Legislation related to trade unions in Sri Lanka**

A.S. Adikaram

The Trade Union Ordinance and the Industrial Disputes Act together with the many international conventions, covenants and universal standards that Sri Lanka has promulgated and ratified, indicate comprehensive coverage for trade unionism in Sri Lanka. However, there are many criticisms and allegations put forward by various stakeholders questioning the real coverage and effectiveness of these trade union legislation in Sri Lanka. Hence, the aim of this paper is to explore the drawbacks in the legislation related to trade unionism in Sri Lanka and the issues related to implementation of legislation, to understand the future needs to protect trade unionism.

Based on qualitative research methodology, in-depth interviews with officials of the government, specialists in the area, and chief officials of main employee and employer trade unions in the country were conducted. Further, a document analysis was carried out of legislation, conventions and case judgements, as well as of writings on actual instances of breach of legal provisions related to trade unions together with newspaper articles and website information on views, claims and statements of different stakeholders of trade unions related to legislative framework of trade unions.

The study revealed that while the labour legislation related to trade unions appear to protect worker rights to a greater extend at the outset, there are many drawbacks in law and issues related to implementation that hinder the effective practice of trade unionism in Sri Lanka. It was mainly discovered that legislation with regard to right to strike, other trade union actions, unfair labour practices, collective agreements, membership and outside leadership are either ambiguous, not specific, not properly implemented, unfair or lead to complications. This has in tern propelled disputes and discriminatory practices, which these very laws attempt to address. These drawbacks and issues

lead to vital implications for the effectiveness of trade unions and ultimately the achievement and protection of employee rights and privileges.

**The capacity to negotiate and to enter into contractual relations of the European Social Partners**

C Welz

This paper provides a comparative overview of key findings on EU-level social partner organisations obtained through the representativeness studies carried out by Eurofound. This includes information on the basis of the mandate to negotiate of EU-level social partners. Key questions of this paper are:

- Do EU-level social partners – at cross industry and sectoral level – have the capacity to negotiate and enter into contractual relations including agreements, as foreseen in article 155 TFEU?

- How are they mandated to do so?

- Where is this documented?

Following on claims of the EU institutions for more transparency in the structures and decision-making processes the paper assessed from October 2015 until end of March 2016 whether the statutes of the 87 EU level social partner associations were in the public domain. The result was that only 36 out of the 87 organisations made their statutes available via their internet home page.

In total, at least 19 European social partner organisations (9 employers and 10 trade unions) out of the 87 for which data is available dispose of a statutory mandate. Employer organisations with a statutory mandating procedure are: BUSINESSEUROPE, EBF, European Broadcasting Union, European Club Association, ECEG, EFEE, Eurociett/World Employment Confederation-Europe, HOSPEM and UEPG). Trade union organisations with a statutory mandating procedure: ETUC, EUROCADRES, EAEA, EFBWW, EFFAT, EPSU, ETF, FifPRO, IndustriAll and UNI-Europa.

In addition, the statutes of at least six employer organisations and three trade union federations also remit to non-statutory rules – internal rules of procedure, guidelines, or any other kind of secondary (formal) documents – containing or completing mandating procedures. Employer organisations that follow non-statutory rules: CEEP, UEAPME, GEOPA-COPA, ECEG, EFEE, IMA and Insurance Europe. ECEG and EFEE are the only employer organisations with both a statutory and a non-statutory mandate. Trade union federations that follow non-statutory rules: EFBWW, EFFAT and ETF. These three trade unions dispose of a statutory and non-statutory mandate. In sum, at least 24 European social partner organisations have a statutory or non-statutory mandate: 14 employers organisation and 10 trade unions. In percentage, only 2% of the 69 employers associations, yet 56% of the 18 trade union organisations dispose of a statutory or non-statutory mandate.

Finally, at least 42 employer associations and 5 trade unions seem to be in a position to obtain an ad hoc mandate of their affiliates or dispose of other procedures, e.g. rules of procedures of the committee, memoranda of understanding, etc.

**Why is stronger industrial unionism linked to productivity growth? Joint regulation, careers, social exchange, HRM outcomes and operational performance.**

G Vernon

Streeck's (e.g. 1992) inductive research on West Germany, sometimes counterposing experience in the US and the UK, famously stresses the significance of the governance afforded by joint regulation for industrial performance. Systematically testing such arguments, Vernon and Rogers (2013) and Vernon (2015) deploy comparative historical evidence for the manufacturing sectors of 14 countries over 30-35 years to show that the joint regulation offered by stronger industrial unions specifically is very strongly associated with faster productivity growth. In the spirit of Streeck (e.g. 1992), the authors suggest that this is an expression of the importance of the internal labour market or career structures which stronger industrial unions promote for individual employee, and thus aggregate operational, performance. However, they provide scant evidence of the causal chain involved. It might be thought that the aggregate relationship established expresses other causal mechanisms, such as the effect of strong industrial unions on structural change, or indeed be some incidental expression of some complex, unidentified, unrelated process.

There is a sharp divide between the employee relations literature and that on work psychology or organizational behaviour (or indeed the employee-organization relationship specifically). Moreover, even within work psychology and organizational behaviour much work of acute relevance to understanding the importance of governance of the employment relationship, and in particular the marked relationship between stronger industrial unions and productivity growth, is rather disparate, pillarised within ostensibly distinct fields. Ignoring such tribal distinctions, this paper interrogates the available evidence on the statistical significance and closeness or 'size' of relationships between i) externally buttressed, governance-centred, joint regulation, ii) internal career structures/management or related employer inducements, iii) (employee perceptions of the) employer's offer in the social exchange of the employee-organization relationship (dimensions of organizational justice, aspects of perceived organizational support, psychological contract fulfilment, trust in organization/enterprise and trustworthiness), iv) HRM outcomes (employee attitudes and behaviours such as organizational/affective commitment, organizational citizenship behaviour and to a lesser extent intrinsic motivation, job satisfaction and self- and indeed supervisor- assessed work/task performance), v) objective operational performance at the 'unit', group, division, enterprise or organizational level.

The resulting integration of evidence both elaborates and supports the outline interpretation offered by Vernon and Rogers (2013) and Vernon (2015). It also reveals the broader significance of career structures/management for operational performance.

**Labour markets and solidarity: comparing local unions' responses to management flexibility strategies in the German and Belgian metalworking and chemical industries**

V Pulignano

Understanding how nation-specific welfare and labour market institutions filter the effects of labour market flexibility on employees' working conditions is considered key to explaining segmentation and inequality (Stone&Arthurs, 2013). Nevertheless, current socio-economic and political changes have transformed the conditions sustaining traditional approaches to public policy by reducing the capacity of national industrial relations and welfare institutions, and related actors to protect individuals from social and market risks (Crouch, 2015). Particularly, union inclusion is important when studying how

employment change affects segmentation--enhancing management flexibility strategies in labour markets (Hassel, 2015).

By drawing from literature understanding changes in employment relations as the reflect of transformations in workplace systems of power and control (Osterman, 1994; Beynon et al., 2002), the argument is that understanding workplace arrangements and their social conditions is key when studying how union deal with segmentation. The argument is based on comparative case study analysis in four plants of two high-tech multinationals in the metal and chemical sectors in Germany and Belgium. We selected similar workplaces in terms of skill-level, technology, size, and union presence and collected data via 26 semi-structured interviews (2011-2014) at both workplace and sector levels. Interviews were complemented with documentary analyses and field-notes. Cases illustrate similar processes of unions making creative use of resources to build solidarity and reduce inequality between permanent and temporary workers. The comparison illustrates that workplace arrangements depend on local unions' capacity to strategically complement institutional and organizational power resources to respond to management strategies of outsourcing and internal segmentation by protecting the working conditions of different groups of workers. Local unions' use of the aforementioned resources is embedded in different post-industrial trajectories of labour markets change in Germany and Belgium.

| **The future of globalization and decent work in Asia (1)** | **Parallel Session 1.5** |
|---|---|
| | **Monday 3 July: 11:30-13:00** |
| | **Room II –R3 South** |
| | *Chaired by Hanam Phang (KLI)* |

**Regulating Decent Work along the 'One Belt One Road': the Role of Chinese Multinationals**

M Zou

Chinese multinational enterprises (MNEs) are emerging as increasingly prominent actors in the global political economy. Since the late 1990s, China has adopted a 'Going Out' policy that entails accelerated outward direct investment (ODI) and the internationalisation of Chinese firms. Its latest 'One Belt One Road' (OBOR) strategy is aimed at broadening China's role in global markets, supply chains and production networks through promoting closer economic connectivity with over 60 other countries.

With the rapid expansion of Chinese outbound investments, there has been rising controversy over the social and environmental impacts of these investments on host countries, particularly in 'weak governance zones' where governments are unwilling or unable to assume their obligations. Unfavourable consequences for China's international image have prompted the central government to introduce a mixture of 'hard' and 'soft' laws, policies, and guidelines in recent years to regulate the conduct of Chinese firms abroad, including labour practices. There have also been growing CSR-related activities adopted by Chinese MNEs and industry groups, often with the direct guidance from and involvement of the state.

To date, there has been little empirical research on how Chinese MNEs understand decent work issues in their overseas investments. Of particular interest is the effect of the Chinese state's emergent CSR regulatory regime on these firms' actual labour practices on the OBOR. Furthermore, there is the broader question of the ways in which Chinese MNEs may influence the future trajectory of

international labour standards as their home country's global economic and geo-political powers continue to expand.

Through an in-depth qualitative study of a large, private Chinese firm's operation across different sectors in South-east Asia (a key region on the OBOR), this paper examines how Chinese MNEs are engaging with, implementing, and defining transnational labour standards in their outbound investments, especially in weak governance zones. The data collected and analysed include the company's reports, policy documents, third party assessments, as well as interviews with a number of management representatives, human resource personnel, CSR/ sustainability personnel, and labour representatives.

The findings reveal a variety of challenges faced by the company across different domains of decent work, including wages, working hours, discrimination, freedom of association, collective bargaining, child labour, and forced labour in numerous host countries. It is hoped that the study can better inform stakeholders' efforts in China and globally to develop mechanisms and 'best practices' for regulating decent work in global value chains where new types of MNEs are becoming more influential.

**Openness, Dualization, and Inequality in Korea**

BY Cheon, CS Lee, JW Shin, J Chang, JH Jeong, and SE Jeong

The inequality has started to grow since mid-1990s in the Korean economy. The Gini coefficient of household income was 0.254 in 1992, has increased to 0.320, and 0.305 in 2015. The trade intensity(the share of export and import relative to GDP) was 51.3 in 1992, 104.5 in 2008, and 88.1 in 2015. The Korean economy began to trade with China in 1992, joined OECD, and opened up capital market. The 1997 crisis was a momentum of leading to full-blown open economic system.

The period of wholesale opening up the economy, however, was well linked with that of growing inequality and dualization of labour market. The wage inequality between workers of exporting large companies, their subcontracting ones, and other small ones has grown together with that between regular and non-regular workers, and mobility between them has decreased. The growing labour market inequality was the main contributor of household income inequality, along with weakening of domestic-market oriented SMEs and self-employees.

Trade liberalization may affect unevenly sectors or firms(within same sector). High-productivity exporting firms expand, and low-productivity domestic firms contracts or exit(Meltz 2003; Ackerman et al. 2013). As higher payment ability induce higher wages(Akerlof and Yellen, 1990), trade liberalization may cause wage differentials for workers with same characteristics within same sector(Katz and Summers, 1989), differentials between firms for same workers(Helpman et al. 2010, 2012, 2017), more differentials between-firms than within firms(Song et al, 2015). Moreover, high-skilled regular workers benefits more in high-productivity exporting firms as they need more skilled workers.

This paper will empirically analyze effects of economic openness on labour market dualization and wage and income inequality in the Korean economy since mid-1990s. Using macro-level data merging macro-economic data of national accounts and household survey data, effects of trade intensity, international outsourcing, foreign direct investment on inequalities will be analyzed. Particularly, it will be done differently between different income sources.

Using micro-level individual wage data and trade-related data by sectors or firms, we will decompose wage inequalities into within-sector(or firm) one and between ones, and estimate effects of economic opening-up on wage inequality.

The effects will be depend on who are trade-partners, developing or developed countries(OECD, 2011). Trade with China has dramatically increased while trade with the U.S. decreased since mid-1990s. This change of trade structure will change effects of trade liberalization. Moreover, as widening of within-sector wage inequality is accompanied by increasing trade of intermediate goods(Egger and Kreickemeier, 2009), effects of growing international outsourcing on inequalities is an issue dealt with in this presentation.

**Discourses on social protection in Myanmar**

G Koehler

The proposed paper will examine features of the nascent social assistance strategy of Myanmar, a country emerging from a protracted period of dictatorship and acutely challenged by political volatility, poverty and extreme income inequality, and a large informal sector.

Three measures introduced by the government are of interest for social policy discourse: trade unions have been legalized; there is a new minimum wage policy; and there is a social assistance strategy.

The Myanmar National Social Protection Strategic Plan (http://www.social-protection.org/gimi/gess/RessourcePDF.action?ressource.ressourceId=50377) has 4 objectives:

" (a) Contribute to human capital by facilitating access to essential social services (education, health, housing and water);

(b) Protect people from risks and shocks;

(c) Address economic and social vulnerabilities and food insecurity over the life cycle and promotes economic opportunities; and

(d) Alleviate social exclusion. "

Other goals includes acting as a 'circuit breaker' for inter-generational cycles of poverty and hunger; addressing inequality; and resource redistribution.

The benefits envisaged follow the life cycle approach of the ILO R202-Social Protection Floor. They include i.a. a cash allowance for pregnant women and children; a cash allowance for people with disabilities; a social pension; and social services.

The 2016 fiscal budget allocated a small budget for social protection. Disbursements of the social pension have begun. The maternity and child benefit will be piloted in the poorest district. Other provisions are yet to be enacted.

The adoption of the Strategy is a great advance in terms of acknowledging some of the country's economic and social challenges, and in real terms, because social assistance was minimalist in Myanmar before the adoption of this strategy.

The paper will (a) present the Strategy against the background of Myanmar's socio-economic and political situation, so as to highlights merits as well as gaps; and (b) discuss the pros and cons of the design options currently under debate.

For the latter point, it is of interest that alternative options are under discussion in Myanmar. Social workers to accompany cash transfer programmes are a feature not seen in other low-income settings. For benefit levels, there is a methodological discussion: while the Ministry of Social Welfare and the Ministry of Labour favour a benefit amount tagged to the poverty line, the Confederation of Trade Unions, i.a. involved in social protection as part of a greater decent work agenda to address the large informal economy, are proposing that benefits be calculated on the basis of the minimum wage.

| **Unacceptable Forms of Work (UFW): global dialogue/local innovation** | **Parallel Session 1.6** |
|---|---|
| | **Monday 3 July: 11:30-13:00** |
| | **Room IX –R2 South** |
| | *Chaired by Deirdre McCann (University of Durham)* |

**Unacceptable Forms of Work: Global Dialogue/Local Innovation**

D McCann

**Researching UFW Regulation in Low-Income Settings**

S Marshall

**Wage-Fixing in Garment Producing Countries: towards inclusive policy**

D Grimshaw

**Overview of recent developments on UFW**

M Tomei

| **The Competition for Global Investment: High Stakes for Regional Actors in Terms of Jobs, Institutions, Ecosystems, Sustainability and Democracy** | **Parallel Session 1.7** |
|---|---|
| | **Monday 3 July: 11:30-13:00** |
| | **Room VI –R3 South** |
| | *Chaired by Gerhard Bosch (IAQ / University of Duisburg-Essen)* |

**Fighting for FDI in "most coordinated" regions: a comparison of Asturias (Spain) and Quebec (Canada)**

P ALMOND, M GONZALEZ MENENDEZ, G MURRAY, M PELARD

**Enhancing economic and social upgrading in the aerospace industry: Evidence from Canada and Mexico**

C LÉVESQUE, MA HENNEBERT, B EMILIEN, and S PEREZ-LAUZON

**Negotiating Ecological Transitions in Australian Regions**

P FAIRBROTHER

**China at the Crossroads: FDI Inflows, Economic Sustainability and Better Work**

W HUANG and W YANG

| **Social protection for workers in informal and precarious employment (2)** | **Parallel Session 2.1** |
|---|---|
| | **Monday 3 July: 14:00-15:30** |
| | **Room III –R3 South** |
| | *Chaired by Rachel Moussie (WIEGO)* |

**Balancing effectiveness and fairness: piecemeal social protection for the self-employed in the making**

SL Spasova, D Bouget, D Ghailani, and B Vanhercke

The economic crisis and structural transformations in the labour market (including the development of the digital economy) have been key factors for the emergence of new forms of employment in Europe. Self-employment, and particularly some new forms of this (e.g. 'dependent self-employment'), constitute new job opportunities, notably for the young. At the same time, however, social protection systems face considerable challenges in the way they address new forms of self-employment and in particular the transitions between labour market statuses, for example between unemployment, contractual employment and self-employment. In general, the self-employed have less access to and receive lower social benefits (ILO 2016, Fondeville et al. 2015). Moreover, research on their social protection is scarce (but see Fachinger and Frankus 2015, Mettler and Williams 2011).

Against this socio-economic background, this paper describes and analyses the consequences of labour market transformations on social protection for the self-employed in 35 European countries. The paper begins by providing an overview of the situation of the self-employed on the labour market (numbers, at-risk-of-poverty), also shedding light on "bogus" and "dependent" self-employment. It also discusses recent reforms that address some of the gaps in the social protection of these workers - but only in a piecemeal way. Indeed, important loopholes in social protection schemes still prevail (including tight eligibility conditions) that hamper the take-up and adequacy of benefits. In order to address these weaknesses, the paper's second part analyses how social protection systems strike a balance between fairness and effectiveness, by guaranteeing access to social benefits while preserving the economic competitiveness of the self-employed. It assesses the coverage and the adequacy of the main social benefit schemes (e.g. healthcare and sickness benefits, old-age, unemployment benefits,

invalidity and occupational injury) and analyses how social protection systems facilitate transitions between labour market statuses.

The paper is mainly based on 2016 data and original evidence from 35 national European Social Policy Network (ESPN) reports on social protection for non-standard and self-employed workers: these cover the EU 28 as well as Iceland, Liechtenstein, Former Yugoslav Republic of Macedonia, Norway, Serbia, Switzerland and Turkey.

**Transition to formality: the case of Ecuador**

R Lorente Campos and Dra. Guamán

One of the major challenges of the ILO is the transition of economic and labour activity from informality to formality (ILO 204 recommendation, adopted at the 104th Conference held on 12 June 2015). Regarding southern societies, where the informal economy and informal work are a structural obstacle to development, and more specifically Latin America, the regional office of ILO had already developed the Program for the Promotion of the Formalisation FORLAC (2013). Formalisation is certainly linked to the objective of decent work promotion and the development of productive structures in a context of more inclusive economic growth.

In this context, Ecuador has become a very interesting case with significant changes in terms of formalisation, labour market composition and labour and social security legal framework evolution. Between 2006 and 2016 there were 2 million more workers affiliated to the IESS (Source: IESS administrative data). Although the progress has been significant the phenomenon of economic and labour informality continues to be a huge problem affecting half of the country's working population.

The aim of this paper is to analyse the evolution of informal to formal labour in Ecuador during the last decade, focusing on two current challenges of public politics: a) the way towards the inclusion of self-employed workers in the social security system; b) the inclusion of unpaid home workers (TNRH) in the Social Security system. By way of concluding, the paper will present some proposals of public policies that could be implemented to promote formalisation and decent work, with a gender perspective.

**Social Protection Systems for Working-Poor Families in Japan and South Korea**

H Kim and DM No

This study compares the social protection systems for working poor families in South Korea and Japan that have common social problems of prevalent non-regular and part-time work. Using the 2006~15 Korea Welfare Panel Study(KOWEPS) and the 2009~15 Japan Household Panel Survey(JHPS), we evaluate the systems in two ways: i) how social protection systems guarantee basic needs of workable families at the risks of unemployment or low pay. The smoother changes in expenditures for basic needs such as livelihood, housing, health, and education in Japan might be due to the social assistance (the Livelihood Protection System) and social service programs; ii) how recent reforms in social security systems in Japan help working poor exit from poverty. The expansion of the unemployment insurance for non-regular workers with much shorter job duration in 2010 and the introduction of social protection programs for working poor in 2013 are the reforms. The lower probability of being poor for non-regular workers after 2010 may be interpreted as the result of the 2010 reform. Comparison of the social protection systems in Japan and South Korea in terms of guaranteeing basic needs and reducing likelihood of being poor can draw policy implications for better protection in new labour market conditions.

**Esusu Cooperative as a means of extending Social Protection to the Nigerian Informal Economy**

AE Osiki

Increasingly, social justice is being recognised as the aim of development. This is a strategic shift from the view that economic growth alone is the goal of development. This means economic growth is worthwhile only if it leads to social justice in the form of elimination of poverty, promotion of socio-economic rights, reasonable income and reduction of inequalities. Similarly, it has been suggested that a good society is a just society. In the context of this article, a just society is one where there is basic security for all workers.

In many developing countries, a significant number of her active labour force work in the informal economy. These workers by virtue of the structure/characteristics of the informal economy are mostly unprotected by the available regulatory framework. For such workers, one of the things the notion of social justice will require is social protection measures to cover their basic needs and economic security. However, developing economies particularly in Sub-Saharan Africa lack the financial and structural capacities to single-handedly provide social protection for these informal workers.

At this point, the question to be answered is how social protection can be extended to cover workers in the informal economy despite the seeming lack of capacities of the government in countries where informality is a major problem. This paper therefore argues that a means of extending social protection to informal workers is through the use of Esusu Cooperative system.

Esusu is an informal cooperative system of saving popularly used in Nigeria by informal workers. It is a fund wherein a group of individuals contribute a fixed sum at fixed intervals which is then assigned to different members of the group in a rotation. Since, developing countries lack the financial capacity to solely provide social protection, a contributory subsidised social scheme between the government and informal workers can be used. To facilitate this, the already established informal esusu can be used. In this paper, I argue that esusu can be restructured and used as a means to extend social protection to workers in the informal economy with the support of the government and private social partners.

| **Trajectories into decent jobs for youths** | **Parallel Session 2.2** |
|---|---|
| | **Monday 3 July: 14:00-15:30** |
| | **Room IV –R3 South** |
| | *Chaired by Praveen Jha (Centre for Informal Sector and Labour Studies)* |

**Securing Decent Work for Interns: How Far Should Labour Regulation Extend?**

AJ Stewart, R Owens, and A Hewitt

Survey data from Europe and Australia confirms the widespread availability and use of internships (or 'traineeships'), especially for young job-seekers looking to make the transition from education to work. One way of categorising such arrangements is to divide them into placements associated with formal education or training programs; periods of work experience associated with 'active labour

market policies' (ALMPs) designed by governments to assist the unemployed; and other, 'open market' internships.

Much of the recent debate in various countries about the regulation of internships, and in particular whether they do or should or attract the minimum wage or other labour standards, has tended to focus on the third category. Indeed a recent survey of the treatment of traineeships in EU member states disregards those that form part of education or training programs, on the basis that the educational institutions or professional organisations involved can be expected to provide appropriate quality assurance. It is likewise assumed that the quality of ALMP traineeships will be overseen by a public employment service, acting as an intermediary between the host organisation and the trainee.

In this paper, we interrogate assumptions of this kind. If it is appropriate to think about extending labour regulation to cover internships, or enforcing those labour laws that already apply, is there any reason why placements associated with formal education or training programs or ALMPs should be excluded? In seeking to answer that question we examine the current legal position in a range of European countries, together with Australia and the United States. We consider in particular the interaction of laws regulating what are often treated as the separate realms of work, education, employment services and social security.

**Challenges in designing and enforcing the regulation of unpaid work experience in Australia**

DJ Oliver, A Stewart, P McDonald, and A Hewitt

Internships and unpaid work experience are becoming increasingly common in Australia and other countries as young workers in particular compete for scarce job openings. Regulating unpaid work experience to protect opportunities for paid employment, while still permitting jobseekers and students to develop value work-based skills, is a major challenge.

Recent research has begun to highlight some of the potentially exploitative practices associated with unpaid work experience, however to date there has been little evidence about how widespread unpaid work experience in Australia is, who participates, and what are the outcomes, both as perceived by participants and as measured by future employment patterns. This presentation uses data from an online survey of a representative sample of 3800 working age Australians, which confirms its widespread prevalence. Approximately one in three working age Australians and one in two young Australians (18-29) have participated in unpaid work experience in the preceding five years. The survey findings suggest that a clear majority of participants consider their experience beneficial in terms of developing their skills and knowledge, improving their employment prospects and building their career networks. Approximately one in four respondents were offered paid employment at the end of their placement.

However the survey results also confirm the potential for exploitative unpaid work experience arrangements, particularly in 'open-market' arrangements that take place outside a formal course of education and training. In Australia, under the Fair Work Act, undertaking an unpaid 'vocational placement' as part of an authorised education or training course does not attract the operation of minimum wage standards or other employment entitlements. But concern has been expressed about the growth of internships or job trials organised by businesses, not-for-profit organisations or job-seekers themselves. In the absence of any formal connection to education or training, or to government programs for labour market assistance, such arrangements may potentially be unlawful. Using survey data, we estimate the prevalence of potentially unlawful arrangements, defined as arrangements where the participant did the same work as regular employees, the participant did not

mainly observe or perform mock/simulated tasks, and the reason for undertaking the placement was not related to a course of study or access to income support. We also compare perceived outcomes for these participants with participants in apparently lawful placements.

**Interns and Outcomes: Just how effective are interships as a bridge to stable employment?**

N. O'Higgins

Today, over 40% of the world's youth are either unemployed or have a job but live in poverty. Around 71 million young women and men worldwide are unemployed and a further 156 million young people who have jobs still live in poverty earning less than US$3.10 per day (ILO, World Employment and Social Outlook 2016: Trends for Youth, 2016). Young people continue to suffer disproportionately from decent work deficits and low-quality jobs measured in terms of working poverty, low pay and/or employment status, but also in terms of their exposure to occupational hazards and injury.

New and emerging forms of 'non-standard' employment are coming to dominate young people's early labour market experiences (ILO, 2016, Non-standard employment around the world: Understanding challenges, Ch. 3). Amongst these, internships are increasingly becoming an integral part of the school-to-work transition. Yet little is known as to their effectiveness in providing a bridge to longer term employment and/or employability. The paper builds on existing work, and in particular, on chapter six of O'Higgins et al., (Rising to the youth employment challenge: Evidence and analysis of key policy issues, ILO, forthcoming) on contractual arrangements for young people, focussing on the longer term impact of internships on young people's labour market experiences.

This paper reviews the evidence, such as it is, on the effectiveness of internship as an integration mechanism for young people into the world of work. Moreover, it seeks to identify which elements of internship are most useful in doing so. As well as reviewing existing studies, the paper analyses primary data using surveys of interns undertaken by the European Commission and the Fair Internship Initiative (FII).

As things stand, available data sources only allow a partial evaluation of the key question which this paper seeks to address. For example, it is evident that paid internships produce – on average – better longer term outcomes than unpaid internships do. It is not clear however, the extent to which this is a causal consequence of payment, as opposed to – or in addition to - some type of selection mechanism; for example, where the 'most employable' interns are more likely to enter paid internships. Consequently, the paper also suggests ways to enhance our knowledge on the longer-term effectiveness of internships as a bridge to stable employment.

**Decent Trajectories and Decent Policies**

AM Sandor , G Berloffa , P Villa, E Matteazzi, and M Smith

The Great Recession had profound consequences for the quantity and quality of work for young people. With falls in the level of employment, increasing precariousness and rising unemployment it was an inopportune time for young people to join the labour market (O'Reilly et al. 2015). At the same time, policy responses were inconsistent, and at times incoherent, demonstrating an ongoing reliance on reducing employment protection and limiting income protection (Smith and Villa 2016). The conventional labour market indicators capture only some of the consequences of these changes (ILO 2015) and a more dynamic nuanced approach is required.

This paper adopts an innovative approach to the analysis of the integration of young people on to the labour market using comparative European-wide data in order to explore the quality of their employment trajectories (Berloffa et al. 2015, 2016). Firstly, we demonstrate how a medium-term perspective to labour market integration is important in order to understand the pathways involved toward decent work or unsuccessful integration. We identify six pathways of labour market activity for young people that underline important country, educational and gender differences.

Secondly, we identify the policies and institutional frameworks that tend support decent and less-successful trajectories on to the labour market for young women and men. We argue that deregulatory approaches to employment protection legislation are associated with fragmented rather than decent trajectories and provided unintended consequences with unequal gender effects. On the other hand, the use of active labour market policies (ALMP) is associated with a greater share of decent trajectories, particularly for young women and the less educated.

| **Global Supply Chains (1)** | **Parallel Session 2.3** |
|---|---|
| | **Monday 3 July: 14:00-15:30** |
| | **Room VII –R2 South** |
| | *Chaired by Wael Issa (ILO)* |

**Digitalisation and the reconfiguration of power in global value chains**

G Raj-Reichert, N Helmerich, and S Zajak

Does digitalisation affect power constellations amongst the various actors in global value chains (GVCs)? The debate about potential effects of digitalisation takes two extremes. While some see digitalisation as the solution to many problems in society, including the reduction of inequality and better working and living conditions for all, others fear that new technologies can be abused to increase command and control over citizens and workers or even make them obsolete altogether.

This paper discusses and explores the different possible ways digitalisation can affect power relationships between states, business, and societal actors. We argue that new technologies are not only tools which can be used to facilitate and enhance already existing behavioural patterns. Instead we suggest that digitalisation can affect power constellations in a much more fundamental way. Our contribution presents different scenarios in which either the lead firm, the supplier, the state, and workers or activist networks are strengthened vis-à-vis each other through and/or as a result of digitalisation. Taking a relational view on power in GVCs, this paper identifies eight mechanisms through which digitalisation of work and supply chains affects power relations amongst these various actors. For example, when it comes to firm-civil society relationships, smart phones and social media can increase the transparency of labour violations in supplier factories and may enhance the ability of workers and civil society to improve labour standards and conditions. From an inter-firm perspective, we find that digitalization of supply chains may either increase control by international buyers over suppliers or the reverse depending on sourcing patterns. From a state perspective we see that, in particular, repressive regimes can use new technologies to conduct surveillance on, and limit and control the actions of workers and civil society more broadly. At the same time, states face the dilemma of needing to facilitate digitalisation of industry while simultaneously trying to prevent citizens from using these technologies for certain aims. Yet we also find examples where workers, trade unions, and social movements creatively employ new technologies – circumventing state or

firm-led obstacles - to facilitate national and transnational collective action. This conceptual paper will use empirical evidence from Asia and Latin America to make sense of the impact of digitalization of work and supply chains and contribute to our understanding of how it affects power relationships between the state, business, and societal actors in GVCs.

**The division of production: What Implications for Labour?**

JK Schenner

Production today is organised in the form of global supply chains (Ruggie, 2013; Wright and Kaine, 2015). The rise of labour market intermediaries (LMIs) parallels the dividing up of production in form of supply chains. Because of the dividing up of production end-user firms tend to subcontract their production to sub-contracting firms that, in turn, rely on workers supplied by LMIs to produce/ provide the requested products/ services. This continuous elongation of supply chains renders the regulation of recruitment difficult wherewith forced labour can more easily flourish. LMIs have been linked to forced labour in both global and domestic supply chains (Barrientos, 2013; Sorrentino and Jokinen, 2014; UNODC, 2015; Phillips, 2013).

This paper explores in a first part how the process of forced labour in supply chains may be analysed from a global value chain and global production network analysis perspective. To date many studies point to the governance of value chains in explaining the process of forced labour. I argue that studying this phenomenon merely from a value chain perspective is too narrow as non-traditional firm actors and related policies have to be scrutinized to understand how forced labour may either be tackled or further flourishes. To this end, the second part investigates how public policy measures, notably the California Transparency in Supply Chains Act and the 2015 Modern Slavery Act in the United Kingdom attempt to tackle modern slavery, but actually fail to do so. The final part of this paper suggests how these shortcomings can be addressed and what role other non-firm actors could play in tackling forced labour.

**Unshackling global chains: production orientated work spaces in the global apparel industry**

P Bopaiah and S Pellissery

The garment and apparel manufacturing industry exemplifies the issues and challenges connected with global supply chains and overseas manufacturing in poor countries. The constant attempt to reduce production time, cut expenditure and increase the bottom-line in a highly competitive industry has resulted in an environment of remarkable pressures and stresses experienced by the employees. In an industry, where poor women workers with little education and social mobility form the majority of the employees, this creates a situation of high vulnerability, exploitation and distress, with ramifications both within and outside the factories. Based on empirical work done with garment workers in Bangalore, this paper will examine problems concerning production based targets, sexual harassment, remuneration and work conditions in the garment factories. The study attempts to locate the production of work as a consequence of pressures from global apparel value chains and points to the inadequacy of the existing institutional governance mechanisms to regulate this. The study finds that employees are subjected to verbal, physical, sexual, and mental harassment in the demands for higher and faster production, and in the production based organisation of work processes. In conclusion, borrowing from the varieties of capitalism theory, we propose to bring together various stakeholders involved under a “Global-Coordinated Market Framework” in order to correct for the disproportionate power of the lead firms in a global apparel value chain.

| Regulating the gig economy | Parallel Session 2.4 |
|---|---|
| | Monday 3 July: 14:00-15:30 |
| | Room V –R3 South |
| | *Chaired by Valerio de Stefano (ILO)* |

**Labor law and the sharing economy: do they match?**

R Bernardi Kalil

The growth of the sharing economy, the increasing number of people working in this sector and the new forms of organization of work put in question the regulation of the labor market and the enforcement of labor law. Technological development offers opportunities for creating jobs and poses challenges to identify if and how to apply labor standards to new situations. In other words, while technology may have a disruptive potential of creating new jobs, it may also challenge standard views of labor regulation, calling for new designs of social protection measures. Currently, the main discussion on this issue is the workers' classification as employees or as independent contractors, which has significant consequences to workers' lives, such as the degree of social protection and the rights that they are entitled to. Despite the labor law having been conceived when the economy was predominantly industrial, it is relevant and challenging to debate if and how these rights should be applied to workers in the sharing economy. This paper aims to analyze four topics: a) the characteristics of the sharing economy, the different ways that work is organized and the roles played by workers; b) the arguments for the existence of an employment relationship in the sharing economy and the arguments for the characterization of autonomous work; c) the proposal for a creation of a new category to classify workers in the sharing economy and the how labor law will be affected; and d) if work in the sharing economy fits in labor law and if its standards offer the best approach in order to deal with this subject.

**Regulating for decent work: regulatory space and working time in the gig economy**

C Inversi, L Buckley, and T Dundon

In the post-industrial world of work, where forms of work organisation are disrupting the standard employment contract, an area of growing interest among scholars and policy advisors is the changing patterns of employment regulation and the challenges that need to be addressed.

The paper considers a multidisciplinary theoretical approach to the topic of the employment regulation, focussing on the specific process of regulating working time and how actors shape employment relations regulations. The analysis extends and develops the theory of regulatory space outlined by Hancher and Moran (1989, 'Organizing regulatory space' in L. Hancher and M. Moran (eds.) Capitalism, Culture, and Economic Regulation, Clarendon Press, Oxford) and contends that this theory is particularly useful for developing and discussing a multilevel regulatory analysis, focusing on regulation at supranational, national and workplace levels. Furthermore, the paper proposes an analytical framework that outlines four different regulatory dimensions, building on Berg et al. (2014, Working-time configurations: a framework for analyzing diversity across countries. Industrial and labour relations review, 67(3)) and Cabrita and Bohemer, (2016, Working time developments in the 21st century: work duration and its regulation in the EU, Eurofound, Luxembourg.); specifically it will

analyse the roles played by the law, by codetermination, by negotiation and by unilateralism and how they change over time and space (Inversi et al., forthcoming).

Empirical evidence concerning actor interpretations, adaptions and adjustments to working time rules by those employed in the Gig Economy will be presented. Data is being collected through semi-structured interviews with union activists and employees working in different gig economy related contexts. The research is at the data collection stage and the final or exact number of respondents is not yet known at the paper abstract submission data.

The analysis considers both the role played by the legal sources of regulation, integrating the legal dimension with aspects of collective agency. In particular, data from worker activists in response to unilaterally imposed working practices and employment relations' tensions surrounding employment status will be presented, adding to debates about decent work.

The paper contributes to an increased understanding of regulatory processes, which may also aid in evaluating the inter-sectionality of formal and informal sources of regulatory coordination (e.g. law, negotiation, unilateral imposition) among different employment relations actors. Furthermore, insights on regulatory theories, addressed specifically to employment relation issues, can offer a new and responsive model that can enhance our understanding of the changing world of work.

**Organizing, Agency and Voice in the Gig Economy**

C Land-Kazlauskas and H Johnston

The proliferation of gig work has caused some to suggest that technological change was redefining the 'future of work', fundamentally altering the way labor markets function (Scarpetta, 2016). The operational success of many platforms relies on an 'on-demand' workforce, characterized by a high prevalence of non-standard workers who shoulder an increased level of risk, with limited access to rights and protections. (De Stefano 2015; Peck and Theodore 2012).

The evolution of digitally based business models has often outpaced regulation, with some corporate strategies based on evading or disregarding regulations (Manyika et al. 2016; Rogers 2015). This has not only resulted in deterioration of working conditions, but many gig workers have found traditional avenues to "balance (unequal) employment relations between employers and workers", such as unionization and collective bargaining, difficult to access (Xhafa 2015). Despite these challenges, workers are engaged in developing new and innovative organizing strategies in order to improve the terms and conditions of their employment.

Based on in-depth research on contemporary collective organizing strategies used by gig and platform workers, as well as action taken by employers, this paper puts forward a host of recommendations to promote strategies for development of representation and voice, collective bargaining, and influencing policy in the on-demand economy. It reviews various organizing typologies, addresses definitions of work and workplace, reviews legal and practical obstacles to agency and bargaining, and discusses novel proposals to improve regulation of app-based employers and promote freedom of association and the right to collective bargaining.

**New technology and the challenge for labour market regulation**

P Gahan, J Healy, D Nicholson

Recent technological developments – in information and communication, robotics, 'machine learning' and, increasingly, artificial intelligence – are having pervasive and disruptive effects on work and

labour markets. Unsurprisingly, these developments have triggered a growing anxiety about the future of work and economic progress. There has been increasing concern about the effectiveness of current forms of labour market regulation, and whether there are new types of power imbalances or market failures that justify new approaches to regulation.

In this paper, we address three issues of growing significance for legal scholars and policy-makers pursuing fair and efficient labour market outcomes. First, we discuss how emerging technologies influence the operation of labour markets. Some of the effects are direct, such as the consequences of ever-expanding varieties of automation, which shape patterns of job creation and destruction across industries. Other, indirect effects centre on business model innovations that are facilitated by technology, including a growing diversity of 'peer-to-peer' service-delivery platforms. Many of the new technology-based business models have been 'disruptive'; they have enabled new firms to quickly displace or undermine the leadership of incumbent market players.

Second, we consider whether technology exacerbates or alleviates the need for regulatory interventions to prevent undesirable economic and social outcomes. Sub-contracting and labour-hire practices (among others) have for decades tested the boundaries of traditional employment relationships, but the rise of online labour markets and platform-based work in a so-called 'gig economy' is further challenging the existing legal categories of employment. While some see these types of work as distinctive categories requiring separate treatment, others have pointed to viable existing alternatives, such as 'joint-employer' arrangements that enable multiple entities to share responsibility for a worker's tasks, pay and conditions.

Third, we ask whether new technologies may also offer labour market regulators useful new tools and perhaps even new 'repertoires of regulation'. One promising avenue is in 'shared ledger' technologies, which could allow employers and regulators to more effectively track and monitor global supply chains and employee entitlements, such as wages and paid leave. We also discuss some ways in which unions and workers' collectives are making novel use of technology to develop worker-friendly alternatives to gig-based employment.

Overall, we contend that the new digital economy creates real challenges, but that these are perhaps not as profoundly different from those of the 'old' economy as is often claimed.

| **The future of globalization and decent work in Asia (2)** | **Parallel Session 2.5** |
|---|---|
| | **Monday 3 July: 14:00-15:30** |
| | **Room II –R3 South** |
| | *Chaired by Jiyeun Chang (KLI)* |

**Decent work, decent employment relations and decent social relations: A multi-disciplinary and multi-level analysis in the Chinese context**

F Cooke

The notion of Decent Work has been introduced to China for more than a decade. The Chinese government has been politically responsive to the Decent Work iniative in general. Since the founding of the People's Republic of China in 1949, China has ratified eleven ILO Conventions, five of which were ratified between 2001 and 2007. These include the prohibition of the use of child labour, anti-discrimination in employment, ensuring occupational health and safety, which are the core elements

of decent work. Second, the legal framework for the achievement of decent work objectives has been gradually established. The Chinese government has strengthened its legislative effort from 2007, as demonstrated in the promulgation of a number of laws which form the basis of labour rights protection since 2008. These include, for example, enactment of the Labour Contract Law (amended in 2013), the Promotion of Employment Law, and the Labour Dispute Mediation and Arbitration Law in 2008; enactment of the Social Security Law in 2011; and the adoption of the Provisional Regulations on Labour Dispatch in 2014.

However, high-profile political response to the decent work initiative and legislative efforts do not necessarily mean that decent work has become a reality for the majority of the workers in China. Rather, it merely signals that the government is recognising the widening socio-economic inequality and making an attempt to address the rising level of labour disputes between labour and capital as a result of exploitative employment conditions and outcomes. To achieve decent work for the Chinese workforce, much more changes are needed than setting up a regulatory framework. Existing studies on decent work have been carried out primarily from the legal and political economic perspectives. This paper examines the ideological, institutional, and cultural distance between decent work and the employment reality. It argues that to achieve decent work, it requires an ideological transition of the Chinese ethics of work and a cultural transition from collectivism and altruism towards individualism that emphasises on individual rights. The paper highlights the regulatory enforcement deficit and the inadequate role of the trade union in facilitating the fulfilment of decent work at various levels. Finally, the paper argues that the study of decent work should be situated

**Interest representation for new groups of workers: A comparative study of the Korean and Chinese trade unions**

J-H. Lee & X. Wang

This paper presents interest representation of emerging groups of workers in South Korea and China. It explores how interests of new groups of workers have been represented in existing industrial relations institutions using non-standard workers in South Korea and migrant workers in China as examples. In recent years unions have faced the challenges stemming from increasing non-standard workers in South Korea and migrant workers in China. Coping with changes in labour markets, unions have been faced with the need to develop new strategies to deal with new environments.

With a focus on the process of forming the interests of emerging groups of workers within each country, this paper analyses how successfully such interests get represented, and then explore which factors contribute to patterns of interest representation. This helps understand the micro-dynamics and micro-politics of how interests and institutions interact in different national industrial relations settings.

The research conducted a comparative study of major trade unions in South Korea and China. This employed qualitative case studies using interviews, observation, and document analysis. Evidence shows that the ways of interest representation in the two countries and even in a single national setting have both similarities and differences, ranging from representing new groups of workers interests by organising them into existing trade unions and gradually improving those workers' terms and conditions by expanding the function of existing unions, to making little effort to represent. It argues that differences in interest representation were influenced by the ways of forming interests and types of conflicts of interests between workers in each national, regional and industrial setting. Despite the importance of the types of conflict of interests in shaping interest representation, they

are not sufficient alone to explain variations in interest representation, it is necessary to consider trade unions' strategic choice and external factors such as employers' strategies, judicial judgement and activities of labour NGO's.

**Employment relations of korean garment and electronic companies in vietnam**

D. Chi and S. Cho

Since 2013, South Korea has grown to become the biggest investing country to Vietnam. Over the past decades, however, Korean companies have caused a number of labour problems such as violations of the labour law and wildcat strikes. Korean firms accounted for 24% of all the strikes occurred between 1995 and 2015.

In the mean time, Vietnam is at the threshold of major institutional reform in labour. Vietnam committed to substantial reform of the labour legislation, including allowing for freedom of association.

The Korea Labour Institute (KLI) and the Research Center for Employment Relations (ERC), therefore, set up a joint research team to study the employment relations practices of Korean companies in Vietnam with focus on 2 industries: garment and electronics. The Vietnam research team conducted a separate empirical study on 6 Korean garment and 6 electronics Korean electronics companies.

All of the 6 garment companies had large labor force from 700 to nearly 10,000 workers, and all of the electronics firms selected are located in Bac Ninh, a province widely considered as the 'hub' of major electronics brands such as Samsung, Foxconn, and Microsoft. They all supplied to Samsung Electronics Vietnam (SEV) although some of them also supplied to other brands. As Samsung is both a buyer and a manufacturing company, the research team also conducted a survey of the working conditions in its two factories in Thai Nguyen and Bac Ninh.

At each of the factory, the research team conducted in-depth interviews with: (i) the Director or deputy director; (ii) HR manager; (iii) production manager; (iv) team leaders; (v) union chairperson. The research team also had focus group discussions with 10 workers at each company. The labor issues the study focused on include:

- Recruitment practices and employment status (labor contracts) of the workers;
- Training for workers
- Wages: wage table, wage-fixing process, wage components
- Representation of workers: union leadership and functions, labor-management dialogue and grievance-handling
- Collective bargaining
- Occupational safety and health standards
- The relationship between the suppliers and their buyers, especially in terms of purchasing practices and CSR requirements and how that affects the labor practices of the suppliers

Through this joint field survey, we can conclude what characteristics Vietnamese employment relations have and what affects the labor condition of Vietnamese workers, especially based on global production network theory.

**The restructuring of the shipbuilding industry and employment relations in China and S Korea - Comparison of employment relations toward restructuring in both countries**

K Bae and K Wang

The shipbuilding industry in both China and South Korea has been strong in the already globalized market. The industry has been subject to significant fluectuation in demands for ships and marine equipments periodically. The restructuring of the shipbuilding industry is going on worldwide, including in China and South Korea.

We will look at how the shipbuilding firms in China and South Korea have responded to unpredictable fluctuation in demands at the period of peak demands and how firms and trade unions in the industry of both countries responded to plummeted demands for ships and marine equipment in recent years in terms of employment relations. What are the common features and the differences in both countries in employment relations(including dualized labor markets in the industry and types of redundancies and social protection)? which perspective out of the strategic choice one (the role of managements or trade unions), the structural one(the industrial structure or the position of the industry of both countries in the type and value of ships in the world market) or the developmental state one explains the commonalities and differences in employment relations before or during restructuring better? The implications of the perspective on employment relations surrounding the restructuring of the industry for decent work will be discussed.

| **Education and Learning** | **Parallel Session 2.6** |
|---|---|
| | **Monday 3 July: 14:00-15:30** |
| | **Room IX –R2 South** |
| | *Chaired by Kea Tijdens (AIAS)* |

**Schooling for Education or mere Certification: examining the experiences of Open and Distance Leaning at Secondary Level in India**

Mrs. Jha, Ms. Ghatak, Mr. Mahendiran, Ms. Pancharatnam, and Mrs. Minni

In India, Open and Distance Learning (ODL) for secondary and higher secondary level is mainly provided by the National Institute of Open Schooling (NIOS). The results from a telephonic survey of 1000 learners who were enrolled with NIOS and completed secondary and higher secondary education during 2008-2012 in selected Indian states showed that two different kinds of learners join NIOS at these two stages; the secondary stage seems has a bigger representation of lower socio-economic strata. Flexibility offered by the ODL stream was the major reason for enrolling with NIOS. Male learners used the flexibility to pursue the course and continue their income-generating activity, whereas women used it to fulfill their care and domestic responsibilities. This raises the question whether ODL is contributing towards girls' education or to further strengthening isolation of girls from labor force participation.

Second, 65 percent mentioned that NIOS helped them in looking for better jobs, widening the job search, more stable (permanent) and secure (government) jobs. However, the majority of those in employment were at lower level administrative /support jobs. In addition, most of the self-employed (63%) did not find NIOS certificates much useful. This implied that it was the certificate and not necessarily the knowledge or skills developed through the course that really mattered. This became

apparent even when one examined the way those who were in employment articulated 'certification' as the main contribution of NIOS. This leads to the wider question of whether ODL is a suitable mode for schooling at secondary and senior secondary levels or not.

Third, the analysis of NIOS student data for five years (2008-2013) reveals that the representation of males from upper caste groups from urban and peri-urban areas is relatively higher. High dependence on technology and lack of an institutional mediation (either in the form of school or an NGO) also act as barriers for those from disadvantaged socio-economic backgrounds and remote locations. A survey of currently enrolled students in two Indian states showed that the use of unscrupulous middlemen is high leading to high out-of-pocket expenses. This raises issues about the inclusive nature and equitable outcomes of ODL.

Using these analyses, this paper examines these experiences to critically examine the question whether Open and Distance approach can be an effective alternative for inclusive secondary schooling in India that leads to better education, or skill development, which enables labor mobility, or just a mere certification process.

**The Contribution that Training Devices make to Skills Development among the Workforce**

Y Blanchet

With this research we have set out to identify the effective conditions for workforce training devices and, in a larger sense, to identify factors that can help improve workforce skills.

In Canada, the Quebec provincial government, in cooperation with labour-market partners, has set up devices called training mutuals. These mutuals are there to improve training activity participation rates within the framework of improving skills development among the workforce. Research shows that participation rates are lower within small and medium-sized enterprises (SMEs). Meanwhile, the relative efficiency of training mutuals remains unknown, according to the literature. This leads us to the question: What is the contribution that training mutuals make to the development of skills among the workforce and what factors play a key role in doing this?

Our analysis model has been designed to isolate key actors and the complementarity of a device within the various institutions that are likely to promote the development of skills among the workforce. We assert that an effective training device requires not only financial and strategic resources but key actors and complementarity with other institutions.

Our empirical investigation focused on training mutuals, devices recognized by law in Quebec, Canada, and designed mainly for SMEs. Our research results were obtained through a variety of methods, namely interviews and documents from four different training mutuals. Our analysis shows that these devices will have a greater chance of succeeding if employers are among key actors and they are in complementarity within institutions from the same economic sector. Our results show that training mutuals better contribute to developing skills among the workforce when they receive support from an employers' association.

Our analysis model allows for emphasis to be placed on process, that is, factors contributing to effective training devices. This, in turn, should bring about innovation to the future on work.

**Skills Education and Workforce Preparation: Examining the Disconnects between Policy Intentions and Outcomes in India**

Mrs Maithreyi, Ms. Padhmanabhan, Mrs. Jha, and Ms. Menon

Investments in education and training have been considered critical to human capital formation and economic productivity of nations (Ashton et al., 1999). However, globally the nature of investments in education have been changing, with 'skills formation' having come to be accepted a key driver of the economy (Keep and Mayhew, 2010; Nikson, et al., 2003). Skills education is considered critical to the inclusion of the poor and the marginalised into the economy (Gibb and Walker, 2011) and for moving workers from conditions of informality to formality, especially in the context of poor and developing countries (World Bank, 2008). Thus, in the last two decades, over 120 countries have rushed to align their education systems with the requirements of the economy for a 'skilled workforce', by developing narrowly defined competency-based frameworks recognised as the National Qualifications Framework (NQF) (Allais, 2014).

The paper reviews these trends in the context of India. Based on a qualitative study analysing the new skills policy and NQF, it presents the disconnects seen between policy intentions and actual outcomes on marginalised youth, which reinforce existing class differences through education. Through this, the paper tries to highlight the paradox of education focused on skill development - that is, its imagined role in ensuring inclusive and equitable development on the one hand, and of creating a global supply chain of cheap labour for corporations, on the other.

**Overeducation in Latin America. Inhibitor or Promoter of Labour Market Exclusion?**

A Escoto, V Prieto, and C Marquez

This article assesses the educational mismatch of overeducated workers as a process that mediates between the exclusion of employment and the exclusion of productive, protected, and adequately remunerated employment. We estimate the risk simultaneous risks of receiving a remuneration lower than the average of the occupation´s sector and being uninsured among over-skilled workers in three different Latin American countries. The comparison enables to discuss whether this kind of educational mismatch works as a path towards the exclusion of quality employment -for example, to lower wages- in countries with different economic structures and institutional trajectories of the labour market.

Using 2016 microdata from employment and household surveys, we specify sequential logistic models on the probabilities of being (1) employed, (2) overqualified in the current occupation, and (3) uninsured and low-paid. The surveys used are the National Survey of Households (ENHO) from Costa Rica, the National Survey of Employment and Occupations (ENOE) from Mexico, and the Continuous Household Survey (ECH) from Uruguay.

Results point to over-education as a promoter of labour market exclusion in Mexico and Costa Rica, two cases of de-regulated labour market. Conversely, over-education inhibits further risks of labour exclusion in Uruguay, where labour market is much more regulated. Regarding the demographic profile of over-educated precarious workers, the three countries share higher risk for rural residents and a protective effect of being in a union or as head of household. The effect of sex, age, and school attendance varies significantly between these countries.

These findings rethink the role of education in labour inclusion processes, not in terms of skills or employability but as a variable intervening in the dynamics of exclusion.

| Reducing precarious work in Europe through social dialogue: Case studies and policy lessons | Parallel Session 2.7 |
|---|---|
| | Monday 3 July: 14:00-15:30 |
| | Room VI (R3 south) |
| | *Chaired by Damian Grimshaw (University of Manchester)* |

**Closing protective gaps through social dialogue**

D Grimshaw

**Establishing minimum and secure working hours guarantees**

P Méhaut and J Rubery

**Extended social dialogue to improve seasonal and temporary work**

A Kanjuo-Mrčela and A Keizer

**Making subcontracting more inclusive**

M Ignjatović, M Johnson, and C Weinkopf

| Wages | Parallel Session 3.1 |
|---|---|
| | Monday 3 July: 16:00-17:30 |
| | Room III –R3 South |
| | *Chaired by Philippe Marcadent (ILO)* |

**Pointing the moral compass at the living wage**

J Douglas

Both the concept and implementation of a living wage has been well documented (see for example King, 2016; Prowse & Fells, 2016) and the need for a response to the ongoing and growing inequalities that exist is undisputed. Whether this is from political, economic or social pragmatic reasoning, the basis for all decisions we make can be scrutinised from a moral perspective.

The living wage initiatives in the US, UK and New Zealand have all had success in raising the incomes for some of the lowest paid workers in those societies. However, only the New Zealand movement (LWMANZ) in accrediting employers require that "Employers have provided workers with access to a union" (Living Wage Movement Aotearoa New Zealand, 2016). Union access offers voice and representation to low paid workers who are often caught in vulnerable and precarious work and commonly denied the empowerment collectivity brings (Rasmussen, 2009).

We interviewed 11 firms about their ethics, attitudes and motivations around the living wage. Seven have or are adopting a living wage, with a majority driven by a 'personal ethic'. Union presence and involvement was absent in all but one of the firms and none of the firms' employees had raised the issue of the living wage with their employer.

While it is encouraging to see the adoption of the living wage, care needs to be taken when assuming the moral underpinnings of this action. While paying the living wage may appear to be a moral response to in work poverty, if this is done without worker participation and partnership then the moral high ground can be eroded. Without workers' authentic participation in workplace relations, wage setting risks becoming paternalist reflecting a power imbalance. To shift to a decent work world the fundamental idea of reciprocity in the social contract needs to be honoured.

**Evaluating the Impacts of China's Minimum Wages on Reducing the Risk of Being Working Poor: Analysis Based on Household Surveys**

Y. Hu

After two decades' extraordinary economic growth, China has now stepped into "new normal stage", implying that China's economy will not grow as fast as before and is more likely to slow down in a gradual manner. Meanwhile, the Chinese government has initiated all-round policy measures to promote so called "supply-side reform" in an effort to keep China's economic growth on a sustainable development path. Both the novel feature of China's economic development and the ongoing "supply-side reform" have notable implications on China's urban labor market. The economic slowdown might put downward pressures on the improvement of working condition, and yet the protection against those at the lower-end of the labor market could be diluted. Hence, there is an urgent need to ensure care for decent working conditions of vulnerable group of workers from the labor market's institutional perspective.

The paper focuses on evaluating the relationship between China's minimum wage system,low-paid jobs and the working poor. There are two key definitions in this paper: low-paid jobs and the working poor. Instead of using two-thirds of median wage as the threshold,we develop a cut-off point to identify low-pay jobs more suitable for China's own situation. For the working poor, we follow the concept developed by the ILO(Majid,2001), i.e. those who work and who belong to poor households are classified as the working poor.

Our analysis shows that, migrant workers, those who are employed on a temporary basis and those who work in service sectors such as hotels and restaurants are more likely to be low-paid. Moreover, there is a positive correlation between the low-paid jobs and the working poor, that is, those who have low-paid jobs are more vulnerable to working poor. The results based on econometric analysis reveal that, given that other factors have been controlled, increasing the standards of minimum wage will help to reduce the risk of being working poor.

The paper concludes that the government needs to keep the issue on its social agenda amid the economic slowdown,and take more comprehensive measures, this includes : strengthening labor inspections, designing training programs for low-paid workers and adopting financial incentives to encourage employers to invest more in OJT. More importantly, the government should let trade unions and collective wage bargaining play more active roles in raising workers' pay and improving working conditions in order to achieve a sustainable wage growth alongside the rising of productivity.

**Wage and Income among Services Sector Workers in India: A Case of Social Group Inequality**

D Shyjan

The global development goals give prime importance to employment. These goals also assign greater emphasis on transforming the employment into quality of jobs. For India the question of quality employment generation becomes vital, as the country is expected to take advantage of the window of opportunity by 2040. The wage, security aspects and working conditions are often used as parameters to assess quality of employment. In India, however, the past, present and future of quality employment and decent work is linked with the social group dimensions. Certain caste groups still remain marginalised. Therefore, the present study tries to examine the wage and income disparities among workers especially for those within services sector, the fastest growing sector over the period

The study confirms that there is structural change dominated by the services sector. Disaggregated analysis shows that services sector has a dual character - coexistence of better quality employment as well as poor quality employment. While the structural change in India is dominated by the poor quality employment within the services, it is the better quality service that dominates in Kerala, a sub-national economy. In either case, the observed dualism within the growing sector has got implications on the distribution of income because employment is the primary route through which people earn income. In order to examine the distribution of income, we considered wages and monthly per capita consumer expenditure, a proxy of income.

Using Gini coefficient and Theil decomposition, it is revealed that there has been considerable disparity in wages and income among the workers within and across different sectors. The main contributor for the widening disparity has been inequality within the services sector. The possibility of parity in wages on account of the presence of labour unions, which was observed in the goods producing sectors, appears to have eluded the services sector. Importantly, it is found that the highly skewed income distribution within the services sector has a social group dimension too. The marginalised communities such as Scheduled Caste and Scheduled Tribes remain in the bottom of the ladder of income distribution within the growing sector. This indicates that there are certain social groups left behind in the process of service sector led growth paradigm. The social group inequality, therefore, may arguably reinforce economic inequality. This highlights the need for future initiatives in giving special focus to the vulnerable social groups while ensuring quality employment and decent work.

**Why do collective bargaining leads to inequalities within unionized settings : A study of two-tier wages and atypical work provisions.**

M Laroche , P Jalette, and F Lauzon-Duguay

Trade unions have historically represented a social force leading to stronger democratization in workplaces, thus contributing to a greater balance of power in the employment relationship. Union presence has thus been associated with reduced wage gaps and strengthened industrial democracy (Freeman and Medoff, 1984; Freeman 2005) as with decent work . In countries where the rate of collective bargaining coverage has been high, the distribution of earnings has been found to be relatively equal and wage floors generally high (OECD, 1996). These findings show that trade unions have aimed at and succeeded in reducing inequalities within workplaces and, more broadly, in society (Frege and Kelly 2004; Freeman 2005).

However, the last few decades have been marked by profound upheavals leading to increased inequalities even within nations (Hayter, 2012; Bourguignon, 2012), in spite of union action in the public policy area (Aidt and Tzannatos, 2002; Betcherman, 2013). Moreover, in unionized workplaces,

inequalities have emerged or widened. In Quebec, for example, employers have largely succeeded in making the terms of collective agreements more flexible (Jalette and Laroche, 2010) and reducing the protections traditionally provided to regular employees, in particular by introducing disparity in treatment clauses (Lauzon-Duguay, Jalette and Hallé 2010). Other disparities have also been observed between these workers and non-standard workers regarding the various working conditions included in collective agreements (i.e. differentiated access to grievance procedure, wages, seniority, and employee benefits) (Laroche, 2012; Bernier, 2007). Is this a warning that collective bargaining is no longer able to effectively play its leading role?

This paper aims to analyze the various sources of inequality found in the collective agreements negotiated in unionized workplaces in Quebec. More specifically, it will describe in detail the various forms of disparity observed. Second, it will identify the main explanatory factors for these sources of disparity in unionized workplaces: sector, company size, union affiliation, duration of the collective agreement and so on. Our analysis is based on data provided by the Ministry of Labour of Quebec, a province of Canada. A database was constructed with these data deriving from all the collective agreements in force on December 31, 2012, in the private sector (N=5291). Multivariate statistical analyses were conducted to determine the influence of the different factors

| **Youth employment of the future : Challenges and barriers** | **Parallel Session 3.2** |
|---|---|
| | **Monday 3 July: 16:00-17:30** |
| | **Room IV (R3 south)** |
| | *Chaired by Maria Prieto (ILO)* |

**Non-Standard Employment among youths in SSA Countries: Prevalence and Implications on Wages**

DMZ Kenfac Dongmezo and TVB Tanankem Voufo

Youth unemployment in Africa has been a major concern during the last decade. Despite efforts made by different governments to create more jobs, unemployment rates are still high. In addition to high unemployment rates, there is proliferation of Non-Standard Employment (NSE) which includes underemployment, informal jobs and precarious jobs in particular, that affect mainly young wage earners in Sub-Sahara African (SSA) countries. The aim of this paper is to come up with the prevalence of NSE in SSA countries, and then study the implications of NSE on wage differentials. The data used here are School-to-Work Transition Survey (SWTS) data, surveys initiated by ILO. The targeted population is young wage earners aged between 15 - 29 in nine countries namely Benin, Republic of Congo, Liberia, Madagascar, Malawi, Tanzania, Togo, Uganda and Zambia. This study focuses on some key indicators of NSE like type of contracts: on average 68% of contracts are oral contracts and 42% of contracts are fixed term contracts in the targeted population. Another key indicator is working hours: on average, only 21% of wage earners have regular working time while 42% are time related underemployed and 37% are overemployed. Implications of NSE prevalence on wages are direct and important. We focus on wage differentials related to type of contracts. On average, wage earners with written contracts earn 84% more than those with oral contracts. Also, Wage earners with unlimited contracts and wage earners with fixed term contracts earn almost the same in most of these countries. Conclusions of this study are clear for SSA countries selected that NSE is a source of low efficiency of labour market, a source of high wage gaps and underemployment of youth who are supposed to be

at the most productive at that age of their life. Given poverty levels and high unemployment rates, Government, through regulations, is the only entity able to change these trends.

**Structural barriers to employability for at-risk youth**

P McDonald and K Moore

Young Australians who are at risk of long term unemployment face a range of regulatory and other system-level challenges. The research for this presentation draws on four separate research projects undertaken in Australia to identify these challenges and to subsequently inform policy and institutional change. Data comprised: (1) 50 de-identified cases of young job seekers registered with a job active provider; (2) 80 in-depth interviews with young job-seekers; (3) 15 semi-structured interviews with employment consultants; (4) responses from a large representative, national survey; and (5) 6 store-level case studies in the retail sector.

The first challenge identified is the 'training treadmill', whereby youth are often encouraged to participate in fee-paying, accredited courses which may not align with their career goals. Participation in multiple, disjointed qualifications can lead to education debt which can be especially onerous for those who go on to work for minimum or near-minimum wages. Second, we question the adequacy of pre-assessment and support provided by government-funded job active agencies to address personal factors affecting employability, such as mental health issues and unstable accommodation.

Third, there are dubious practices associated with the acquisition of work experience through unpaid work or as part of mutual obligation requirements. Although workplace exposure may be an effective employability strategy, young people often face significant direct and indirect costs associated with participation including long travel times, decreasing paid work hours, special clothing/equipment and additional childcare costs. Finally, there are significant opportunities for organisations to more effectively support the maintenance of youth employment and acknowledge their social responsibility to Australia's long-term unemployed.

Our research considerably extends what has been the prominent focus in government policy and media rhetoric which is how to make young people more job-ready. For example, there is an urgent need to address the tension between the emphasis on gaining essential work experience and the typical employer determined recruitment criteria. On-the-job support for young job seekers is also crucial to maximise positive employment outcomes. Overall, there needs to be a stronger focus on the range of systemic issues which may inform more effective structural responses to the persistent and worsening problem of youth unemployment.

**Being NEET, being Scarred – The Impact of NEET Spells on Future Employment Trajectories**

M Ostermeier

The global jobs crisis has turned into a major challenge for the youth. Currently about 13 per cent of young people are estimated to be unemployed and the rate is projected to persist on a high level over the next years. Especially the transition from education into work became increasingly difficult and a growing share of youth is neither in education, employment nor training (NEET). A disruption in a young person's entry into professional life usually has twofold consequences: it imposes an income penalty and also lowers the prospects to obtain quality employment when (re-)entering the labour market. Such consequences are commonly referred to as scars on an individual's employment history. They are thought to be long-lasting and might even be present over the entire working life. Empirical evidence is needed to formulate targeted policy recommendations addressing the NEETs.

This paper analysis two possible impacts of NEET spells on the future employment trajectory of a young person: First, the potential income penalty young people suffer if they have experienced a phase of being NEET in their employment history. Second, the probability for the NEETs to find quality employment (for employees: in terms of contract type and duration, decent income and access to social benefits; for employers in terms of formal registration and firm size).

The analysis draws on data from the School-to-Work Transition Survey (SWTS), a cross-sectional dataset which includes longitudinal information on transitions into and within the labour market. A pseudo-panel is created by pooling the observations from Brazil, Colombia, El Salvador, Jamaica and Peru. Counterfactuals are obtained by matching individuals with similar characteristics within the pseudo-panel, using propensity score matching. In a first step, the income penalty suffered by NEETs is assessed using a difference-in-difference estimator and controlling for both individual and family background characteristics. Local unemployment at the beginning of an individual's NEET-status will be used as an instrumental variable to assess the causal relationship of being NEET and subsequent lower earnings. In a second step, the probability to find quality employment is estimated with a probit model.

A spell of being NEET is expected to have a negative impact on both the income when being (re-)employed as well as on the probability of finding quality employment. A pre-analysis with a sample subset of Peruvian youth seems to confirm this hypothesis.

| **Global Supply Chains (2)** | **Parallel Session 3.3** |
|---|---|
| | **Monday 3 July: 16:00-17:30** |
| | **Room VII (R2 south)** |
| | *Chaired by Valerio De Stefano (ILO)* |

**Subcontracting Linkages in the Informal Economy in India: Analyzing the Implications for Inclusive Growth**

S Kesar

The International Labour Organization's (ILO) decent work agenda recognizes 'employment creation, social protection, rights at work, and social dialogue' as the key elements for promoting sustained and inclusive growth. However, in spite of more than a decade of high economic growth in India, a vast majority of its workforce continues to subsist as self-employed petty producers in the informal sector, without access to social security and decent jobs. In much of the literature on economic modernization, it is expected that growth will create more employment avenues in the formal sector, as well as better growth opportunities for informal firms, thereby bringing about a formalization of the economic structure. In this regard, the role of subcontracting linkages in facilitating a structural transformation to bring about inclusive development has been widely recognized in the literature (Ranis & Stewart, 1999; Arimah, 2001; Meagher, 2013). This paper aims to investigate the nature of the subcontracting linkages in the informal own-account manufacturing enterprises (OAMEs), i.e., the family based petty production units, constituting 85% of the Indian informal manufacturing sector (IMS), during the high growth decade of 2000-01–2010-11. To capture how these linkages impact the transformational possibilities of the OAMEs, we construct a variable, the net accumulation fund (NAF) retained by the enterprises, which is a proxy for the firm's ability to accumulate and grow into larger capitalist enterprises. We use a modified Heckman sample selection model to find that throughout

the decade, the subcontracted OAMEs retain a significantly lower NAF than the non-subcontracted ones, and these linkages seem to be driven mainly by distress. This casts doubt on the role of the linkages in facilitating a transition. Further, we find that linkages for about three-fourth of subcontracted OAMEs are of a 'putting out' nature, where the parent firm specifies the design and provides the raw material to the subcontracted enterprise, who, in turn, sells its entire product to the parent firm. There is, however, no transfer of technology or machinery/equipment involved, making the subcontracted enterprise merely an appendage to the parent firm. Further, these put out firms characteristically retain a significantly lower NAF than both the non-put out subcontracted OAMEs and the non-subcontracted OAMEs. The analysis shows that even during the period of high economic growth, the subcontracting linkages have not acted as channels for economic transformation and inclusive development, raising doubts about the possibility of achieving the agenda of decent work in India.

**Governing the Reverse Supply Chain of (Informal) E-waste Management**

S Laha

This paper studies the international reverse supply chain* of e-waste (electronic and electrical waste) to capture the back-end of globalized electronics production and consumption. It goes beyond the glamour and sophistication of the electronics industry to reveal the menace of unmanageable proportions of toxic e-waste generation in an increasingly globalized economy. Despite international conventions and legislations, substantial volume of e-scrap is illegally shipped from the OECD economies to informal recycling centres in Asia and Africa that specialize in manual e-waste disposal and recycling, often using environmentally hazardous techniques.

Using the Global Production Network framework, this paper analyses the spatial nature and complex architecture of predominately informal e-waste chain/network (functioning outside the formal regulatory orbit) characterized by cross-border movement of discarded electronics and their derivatives that re-enter new cycles of production and consumption. Empirically, the paper draws on extensive qualitative information from formal and informal state and non-state actors in Netherlands, Belgium and India e-waste systems over one year in 2011-12, with a specific focus on India. It elucidates that the geographically dispersed e-waste network is structurally and functionally linked with the global network of electronic production and embodies processes of secondary production rather than a mere disposal and treatment system.

It shows that the Indian e-waste landscape is structured by and expressed through a series of interlinkages between the formal and informal e-waste actors (domestic along with their international counterparts). By disregarding the role and function of informality in the e-waste network and its close inter-relationship with formality, the legislative institutions (in India and beyond) struggle to suitably assign the responsibility of eco-friendly e-waste treatment. This regulatory inadequacy is exposed by focussing on the Indian E-waste Laws (enforced in 2012 and modified in 2016) aiming to formalise e-waste management (understood as environmentally sound) and effectively criminalising all informal e-waste operations. This paper contends that the contribution of the informal sector should be recognised in any policy endeavour to challenge environmentally unsustainable e-waste treatment in the contemporary globalised economy.

*Williams et al. (2008) defines reverse supply chain of WEEE as "the network of activities involved in the reuse, recycling and final disposal of products and their associated components and materials".

**Addressing the Decent Work Deficit in Agricultural Supply Chains**

C Scherrer

The decent work deficit is exceptionally large in agriculture. First, the presentation provides a brief overview of the decent work deficit in agricultural supply chains thereby introducing some concepts for the measurement of this deficit among smallholders and farmworkers. Since this deficit is related to the unequal value distribution in the supply chain, it proceeds with an example of measuring such value distribution. A political economy explanation of the unequal distribution follows. Despite the great challenges for social upgrading in agriculture, some positive examples can be found. The enabling conditions for these positive examples are discussed. Important seems to be multi-stakeholder cooperation which includes buyers in the supply chain for securing access to consumers.

The presentation draws heavily on research conducted within the network of the International Center for Development and Decent Work in Brazil, Ghana, India, Pakistan and South Africa.

**Challenges in Supply Chain Regulation: WHS in the Freight Road Transport Sector**

L Thornthwaite and S O'Neill

Within many countries, there is an increasing recognition of the way in which supply chain factors are influencing work organisation and conditions. The recent introduction of work health and safety legislation in Australia, for example, transcends traditional employer/employee boundaries by placing obligations to ensure worker health and safety on participants up and down the supply chain. This sits within a wider mix of regulation; from self- and industry- regulation to meta-regulation underpinned by law. Our study examined the approaches to regulating the health and safety of heavy vehicle (truck) drivers; a sector experiencing 12 to 15 times the fatality rate of all other industries combined and for whom this regulatory mix is supplemented by 'chain of responsibility' laws regulating specific supply chain issues such as loading, scheduling and fatigue management. The research mapped a complex web of personal, organisational, governance and environmental factors implicated in fatal and high consequence injuries for truck drivers and explored the influence of this regulator mix on the safe and healthy organisation of work. Empirical evidence provided by 559 truck drivers offered important insights - suggesting a strong supply chain influence on factors critical to ensuring work health and safety, one that can erode conditions essential for decent work and, ultimately, cost the lives of transport workers.

| **Labour regulation and vulnerable workers** | **Parallel Session 3.4** |
|---|---|
| | **Monday 3 July: 16:00-17:30** |
| | **Room V (R3 south)** |
| | *Chaired by Maria-Luz Vega (ILO)* |

**Raising awareness and compliance on 48 themes in 152 countries with wageindicator decentworkcheck**

I Ahmad

This paper presents a new way of comparing labour market regulations worldwide, i.e., through worker rights perspective. It documents a new tool, called DecentWorkCheck and uses it to analyse de-jure labour market institutions around 48 themes in 152 countries of the world. This self-assessment tool uses substantive elements of decent work agenda and converts these into legal

indicators/questions that workers can easily respond to and know whether they are employed in decent working conditions.

The comparative work aims to raise awareness among the masses about their rights and obligations at the workplace. The work presents a great opportunity to enhance worker awareness about their rights and can be expanded to further countries. The work is equally useful for academics, employers and policy makers worldwide. It maps 33 labour law indicators for 152 countries of the world and analyses labour law changes for more than 70 countries over the last five years (2012-17).

The paper contends that compliance with labour legislation can be improved by increasing labour regulation awareness among the masses including workers and employers. WageIndicator's work on labour law database creates this opportunity to increase awareness on labour rights in the most cost effective way. In 2016 alone, 39.5 million Internet users visited labour law pages on 92 WageIndicator country websites.

**Failing state policies but successes in labour market inclusion: The Chinese trading sector in Ghana**

K Giese

For decades trade has been one of the most important urban economic sectors with regard to income earning opportunities in Ghana, including both self-employment and (mostly informal) employment. In an attempt to protect this sector from foreign competition the Ghana Investment Act of 1994, although generally aimed at promoting foreign investment in the country, consequently foreigners from engaging in the retail sector. On the other hand, reacting to international (donor) demands for general market liberalization and also anticipating a potentially positive role of bigger international players Ghanaian policy makers were reluctant to ban foreigners from all trading activities. With world market integration, economic stimuli local and not least job creation in mind foreigners were welcomed to engage in import trade, if investments are substantial and at least ten Ghanaian nationals are employed.

Both foreign investments and employment creation was negligible until Chinese traders began to arrive in Ghana in larger numbers around the turn of the millennium. Given the several hundred Chinese trading companies that have operated mostly in the capital Accra and to a lesser degree also in other larger centers of trade such as Tema and Kumasi over the last decade and a half several thousand lasting formal jobs should have been created for the local population. This paper is devoted to analyzing job creation and employment in Chinese trading companies as stipulated by the Ghana Investment Act and related regulations. I also widen the perspective by incorporating employment effects beyond formal employment covering both the creation of new income earning opportunities for particular groups of self-employed people and a comparison with informal employment within the purely Ghanaian trade sector. Based on qualitative ethnographic research among Chinese trading companies conducted in several waves between 2011 and 2014 I argue that state policies for job creation by investors in foreign trade have largely failed due to a number of factors – lack of monitoring and sanctioning, legal loopholes and misperceptions about the nature and employment potential of trading companies among them. But I also argue that Chinese trading companies in particular – although unintentionally – have had unprecedented positive effects for labour market inclusion of various marginalized groups conventionally largely barred from (self-)employment in the Ghanaian trading sector.

**Private International Labour Arbitration: Adjudicating Rights in GSCs**

JR Bellace

Declaring support for core labour rights but then declining to cite and/or abide by ILO core conventions is perhaps one of the most effective ways of undermining these rights. This stealth attack creates confusion as to exactly what has been agreed upon, and it destabilizes any enforcement activity. The most important manifestation of this approach relates to the Employers' support for the ILO's 1998 Declaration. The Declaration's four principles are now routinely used, word-for-word, in corporate codes of conduct and in free trade agreements. Yet often, there is no express reference to the eight core conventions cited in the Declaration, or any indication of what these four principles mean. There may be an express de-linking of the four rights from the core conventions, as in the TransPacific Partnership, which implies that there must be some, albeit unspecified, difference in meaning.

The ILO's foundational concept was that member states would adopt a convention and that individual member states would then ratify the convention thereby committing the state to meet the required standard by imposing the standard on employers and workers in their jurisdiction. This 'transmission belt' approach for the most part was effective. The development of a different production paradigm, of global supply chains, had revealed the limited utility of the ILO's traditional approach.

Standards need enforcement of some sort to have impact. To fill a void, various private compliance initiatives have developed. Codes of conduct use the ILO's fundamental rights, with self-policing mechanisms introduced. But how an auditing body interprets the meaning of the ILO rights (such as FOA) is not obvious, nor is it subject to any supervisory body's opinion. Workers typically have no mechanism for having their rights adjudicated. This paper will propose the development of a private, non-governmental international labour arbitration (ILA) system, supported by MNEs, brands, employers, workers, and unions. Private, independent (not employed) labour arbitrators experienced in labour relations and knowledgeable of international labour standards would be selected by the parties to a grievance/complaint. The parties would select a person based on merit and experience. The ILO could serve at most as a facilitator of ILA. The experience of private labor arbitration systems, particularly in the USA in the early 20th century, will be reviewed as a basis for the proposed ILA system, one that would be independent, efficient, accessible and low cost. Parallels to international (private) commercial arbitration will be drawn.

| **Flexible Work Arrangements and Their Effects on the World of Work** | **Parallel Session 3.5** |
|---|---|
| | **Monday 3 July: 16:00-17:30** |
| | **Room II (R3 south)** |
| | *Chaired by Jon C Messenger (ILO)* |

**Flexible working and consequences for work-life balance: Importance of gender and family context**

H Chung

**Part-time work and its effects on inequality**

N Ray

Part-time work is frequently presented as a means of integrating specific groups, such as women and students, into the labour force, as its shorter hours allow them to reconcile paid work with their other personal obligations. However, part-time work is also associated with significant inequalities, notably in terms of job quality, career prospects, social protection, and wage rates—known as the "part-time pay penalty". Moreover, these inequalities tend to disproportionately impact on women—who make up the bulk of part-time workers in nearly all countries—relegating them to a disadvantaged position in the labour force and in society. This paper analyses the concept of part-time work in order to identify the sources of these inequalities and examine their various dimensions. It then presents a set of proposed policy measures, most notably prescribing equal treatment for part-time workers vis-à-vis full-time workers in similar positions and facilitating the transition between part-time and full-time work, with the objective of "normalizing" part-time work along the same lines as the full-time model.

**The effects of telework and ICT-mobile work on the world of work**

JC Messenger

New information and communications technologies have revolutionised work and life in the 21st century. The constant connectivity enabled by these devices allows work to be performed at any time and from almost anywhere. A joint report by the ILO and Eurofound synthesises the findings of national studies from 15 countries, plus data from the European Working Conditions Survey, to consider the effects of telework and ICT-mobile work (T/ICTM) on the world of work. The report shows that this work arrangement is growing in most countries. Positive effects of T/ICTM usually include a shortening of commuting time, greater working time autonomy, better overall work–life balance, and higher productivity. At the same time, disadvantages include its tendency to lengthen working hours, to create interference between work and personal life, and to result in work intensification, which can lead to high levels of stress with negative consequences for workers' health and well-being. The ambiguous and even contradictory effects of T/ICTM on working conditions represent a current, real-world example about the challenges of the future of work. A range of policy suggestions to improve T/ICTM are made on the basis of the findings.

**Irregular Work Shifts, Work Schedule Flexibility and Associations with Work-Family Conflict and Work Stress in the US**

L Golden

Many employers appear to be increasingly relying on less predictable and stable shifts with shorter advance notice scheduling, even on-call working. Meanwhile, the integration of work and nonwork life is increasingly dependent on employees' ability to receive their preferred daily and weekly work schedule. Some employees have been gaining more autonomy over their own hours or schedules, however, many others actually have less control. When an employee works on an irregular or on-call shift, what are the effects on their sense of work-family balance and work stress?

The incidence and effects of unstable work schedules are explored here using General Social Survey (GSS) data and its Quality of Worklfe (QWL) modules, and other one-time polls. Estimates are that from 10 percent to 16 percent of workers report working these kind of shifts. Empirical analyses with multi-nomial regression estimation finds that work-family conflict is worsened not only by longer weekly hours, but also by having irregular shift work. Controlling for hours worked per week, employees who work irregular shift times, in contrast with those with more standard, regular shift times, experience greater work-family conflict and in some cases, also greater work stress. The association between work-family conflict and irregular shift work is particularly strong for salaried

workers, even when controlling for their relatively longer work hours. There is lower work-family conflict for those with part-time jobs, however, this is entirely attributable to their shorter working hours.

The analysis finds that the adverse effect of irregular and on-call shifts can be quite moderated or mitigated by workers having schedule flexibility – ability to alter their starting and ending times and especially, to take time off during work. An employee having flexibility moderates some of the adverse negative effect of irregular work schedules on work-family balance. There are key industry differences in the associations between employer-centered and employee-centered flexibility in work scheduling. Thus, employee-centered flexibility might help counter some of the negative consequences of on-call and irregular shift working.

The results suggest that preventative practices and policies that limit the extent and prevalence of work hours fluctuation would improve worker well. There is legislation recently adopted in states and municipalities across the United States, which mainly target the retail and food service industries, and consideration of a more general “right to request” schedule adjustments, modeled on the laws in the UK, Australia, New Zealand, the Netherlands, and Germany, which create largely positive experiences for employees, without harm to employers.

| **Violence in the World of Work** | **Parallel Session 3.6** |
|---|---|
| | **Monday 3 July: 16:00-17:30** |
| | **Room IX (R2 south)** |
| | *Chaired by Shauna Olney (ILO)* |

**Caught in the Regulatory labyrinth. Enforcing Sexual harassment law in India**

M Gangadhara

The Supreme Court of India's landmark judgment 'Vishaka v. State of Rajasthan' (1997) provided detailed guidelines for employers to prevent and redress sexual harassment at workplaces. But studies suggest poor implementation (Naina Kapur, 2013, in Economic & Political Weekly, June 15, Vol XLVIII No 24)

Later, Indian Parliament enacted The Sexual Harassment of Woman at Workplaces (Prevention, Prohibition & Redressal) Act 2013, declaring sexual harassment of woman at workplaces illegal. The same impasse continues regarding implementation of the Act (Anagha Sarpotdar, 2016, in Economic & Political Weekly, Nov 5 Vol LI Nos 44 & 45)

Employers' duties include constituting internal complaints committee (ICC); awareness generation; capacity building of members of ICC. Millions of workplaces in India need to constitute 'institutional mechanism' and its members to acquire quasi-judicial skills to deliver justice to woman. We know little about compliance by employers in the public domain. ICC is evidently more of an 'employer's choice', additional caveat includes insensitivity and training deficit to fulfill the objectives of the act.

The self-regulated organisational 'institutional mechanism' unleashes discretionary and arbitrary powers, shadowing legal rights guaranteed to woman against gender injustice and harassment free work environment. This is evident from Judicial reviews by the High Courts and Supreme court of India

(Prof Bidyug Chakraborty v. Delhi University (High Court of Delhi); L S Sibu v. Air India Ltd (High Court of Kerala); D S Vimmi Joshi (Supreme Court of India)

Capacity building workshops conducted by the researcher to ICC members in the past ten years revealed the true and colorable exercise of power and disruptive rendering of administrative justice to the victims of sexual harassment.

How do we remedy the existing regulatory crisis, is the answer that this paper focuses upon, using participatory data analysis of 500 ICC members across India and focused group interviews. Employer's strong inclination to compliance; perception; attitudes; sensitization levels; training outcomes in terms of skill acquisition and application; observance of standards of tests as laid down by Judiciary are some of the indicators to measure the success of implementation.

The study has strong implications for empirical research within the paradigm of RDW. The recent sexual violence and killings of young woman techies at Chennai (24th June) and Pune (23rd December) threatens 'future of work' in India challenging social justice and gender equality in the world of woman's work.

**Experience of domestic violence by young women in india: does the nature of occupation plays any role?**

A Choudhary and A Singh

Using a sub-nationally representative survey, we examine how young women's nature of occupation affects the domestic violence experienced by them. We find that women in agricultural/non-agricultural labor activities have significantly higher chances of experiencing domestic violence compared to women who are either housewives or unemployed. Also, women whose mothers have experienced domestic violence are at a substantially higher risk of experiencing the same. Further, women belonging to weaker social sections have significantly higher odds of experiencing domestic violence compared to those belonging to "Upper" caste category. Moreover, the odds of experience of domestic violence reduces significantly with the increase in years of education. Surprisingly, women who opted for love marriage and women from the economically-demographically advanced states of Maharashtra and Tamil Nadu have significantly higher chances of facing domestic violence compared to those choosing arranged marriage and those from relatively poorer states such as Rajasthan, Bihar and Jharkhand, respectively.

The paper perhaps is the first attempt in examining how young women's nature of occupation affects the domestic violence experienced by them in India. The analysis is conducted both at the subnational level as well as separately for the states covered in the survey. The main results show that women involved in agricultural/non-agricultural labor activities for cash and kind have significantly higher chances of experiencing domestic violence compared to women who are either housewives/not working or unemployed. Also, women whose mothers have experienced domestic violence are at a substantially and significantly higher risk of experiencing domestic violence themselves. Further, women belonging to Scheduled Castes, Scheduled Tribes and Other Backward Castes have significantly higher odds of experiencing domestic violence compared to women belonging to "Other/Upper" caste category. Moreover, the odds of experience of domestic violence reduces significantly with the increase in years of education. Surprisingly, women who choose love marriage and women from the economically and demographically most advanced states (Maharashtra and Tamil Nadu) have

significantly higher chances of facing domestic violence compared to the women who choose arranged marriage and women who are from relatively much poorer (economically and demographically) states such as Rajasthan, Bihar and Jharkhand, respectively.

**A safe place for all? The role of social dialogue in tackling harassment in the workplace.**

S Deakin

Tackling harassment in the workplace is important for creating inclusive and safe environments, and even more so times like the present, of heightened antagonism and outright bigotry. The use of HR processes such as grievance and disciplinary procedures to deal with allegations of harassment requires complaints to be dealt with on an individual, rather than collective basis. The role of social dialogue in addressing social group harassment at the workplace-level, as opposed to direct and indirect discrimination, is relatively underdeveloped and therefore requires more attention.

Positioning harassment in a social, rather than just interpersonal context, the paper explores the potential and limits of social dialogue for setting and enforcing standards around harassment. There is a particular focus on the implications of privatising and personalising problems through the use of private mechanisms such as mediation and conciliation.

Harassment and attempts to deal with it cannot be divorced from social context and workplace-level HR interventions need to be situated in wider organisational and societal structures. Caution should be exercised when encouraging the use of individual and private resolution procedures which risk shifting responsibility for problems onto individuals and thereby potentially operating to exclude the social partners from standard setting and enforcement.

Adopting a comparative approach across a number of European countries, the paper offers a contextualised consideration of the scope for social dialogue to create safe and inclusive workplaces by both working within, and challenging, existing processes, and where such processes ostensibly necessitate approaching collectively objectionable problems of harassment as individual ones. To conclude it sets out a research agenda for empirically exploring the potential around the use of social dialogue to assist in creating safe and inclusive workplaces.

| **Interplay between labour market and social protection policies (1)** | **Parallel Session 4.1** |
|---|---|
| | **Tuesday 4 July: 9:00-10:30** |
| | **Room III (R3 south)** |
| | *Chaired by Mimi Zou (Chinese University of Hong Kong)* |

**The probability of Falling into the category of child labor**

S Faez and Dr Karimimoughari

Sahand Faez

Abolition of child labor falls under rights at work which is one of decent work's four pillars since 1999 and the birth of this phrase in the International Labor Organization. In ILO's convention 138 it is stated that any kind of work which is likely to jeopardize children's physical, mental or moral health, safety

or morals is considered child labor and should not be done by anyone under the age of 18. However, in many developing countries, due to extreme poverty and unfavorable labor market conditions, a considerable number of families have no choice but to send their children off to work instead of school. In this paper we intend to examine the probability of falling into the realm of child labor by using conditional probability and the 2013 household income survey of Iran. The sample under study are 24,822 of the survey's population who are less than 18 and more than 6 years old. We will divide them based on their school attendance, activity status and family features such as head of family's characteristics. We will also examine the country's macro – environment to see whether the choice to ignore schooling has any relationship with the macroeconomic state of Iran. As the results will show, the probability of not attending school conditional on being male in 2013 is 0.081, whereas the same probability conditional on being female is 0.12. More probability scores are estimated in the paper. Also, based on the macro statistics published by Iran's Statistical Center, we show that low and slow rate of economic growth and inadequate capital flows especially since 2012 makes it quite difficult to find a decent work in the country. As a result, informal sector grows, unemployment especially for the youth increases and many families fall into abject poverty; hence their content with sending their children to work.

**Take-up of unemployment insurance and job search behavior in Chile: New evidence for the period 2009-2015**

K Sehnbruch and J Prieto

In 2002, Chile implemented an unemployment insurance system that combines individual savings accounts (UISA) with a risk-sharing component called "solidarity fund" (UISF). This combination of funding mechanisms had three purposes. First, to provide unemployment protection at a minimal cost to the State as the individual savings account mechanism obviates the need for expensive administrative structures. Second, to prevent the unemployed from abusing the system (i.e. to prevent moral hazard) given that insurance payments are directly associated with individuals' savings accounts. And third, to decrease the opportunity cost of changing jobs in Chile, which was thought to exist as a result of high levels of severance pay mandated by the country's labour legislation.

The innovative design of the Chilean unemployment insurance was widely lauded as constituting a model for other developing countries by international labour market experts. However, as the system was rolled out and matured, it has become obvious that very few workers actually receive benefits from the insurance. In fact, claimant levels have been so low that the system was reformed in 2009 to make its benefits more accessible and generous. Yet the take-up rate of unemployment insurance still remained low, leading to a renewed reform in 2015, which again made the system more generous.

This paper has two main objectives. First, to analyze how and to what extent the Chilean unemployment insurance system covers the unemployed between these reforms. To do so, the take-up rate of unemployment insurance (UISA and UISF) is measured for different groups of workers. In addition, the determinants of the decision to apply for benefits from the insurance system is estimated using a probit model. The second objective is to study the job-finding incentives generated by the unemployment benefit program during the same period. To do so, a hazard model estimates the transitions from unemployment to employment for three kind of unemployed workers: i) those who use the UI system and only have the right to access their UISA, ii) those who have the right to access the UISF but only use their UISA and (iii) those who access the UISF. Both analyses are carried out

using administrative data on individual contribution histories and benefit records of formal workers who contributed to the system between 2009 and 2015.

**Worker Security in a Fast-Growing Economy: Tracking Changes in Measures of Social Security in India**

R Menon

While wages are an important determinant of welfare for labour, the provision of social security forms an important metric by which the conditions of work in an economy can be judged. It is essential that workers not just receive suitable wages for work, but also receive such benefits such as maternity leave, access to paid holidays, some form of social security etc.

This paper looks at the provision of social security for workers in India. Using two rounds of the NSS quinquennial surveys on employment, covering the period 2004-05 to 2011-12, this paper examines the extent of workers who received access to some forms of social security and labour protections. The data describes a worrying process; more workers find themselves without access to any form of social security. Even regular wage workers, who find themselves in more favourable terms of employment as compared to the self-employed and casual workers, have been facing a reduction in various forms of worker protections. That this process is occurring during a period of rapid growth in the Indian economy confirms that higher growth rates emphatically do not mean an increase in welfare.

**Employment Generation, Social Security and Decent Work for Street Vendors: Experience from Bangladesh**

Z Islam, A Baki, and R Khair

Informal sector is contributing a significant portion in overall economy of Bangladesh. Particularly, street vendors are a very common informal group in Bangladesh. The number of street vendors is increasing day by day due to unemployment in the formal sector and as means of staving off poverty. These reasons push people to survive in urban and rural areas and earn a decent livelihood. Different studies have confirmed that street vending business provide employment opportunities and contributes towards reduction of poverty in rural as well as urban areas. Notably, this group is still individualistic rather forming any employment based association or registrar, mostly seller rather than turning into entrepreneurs. However, street vendor groups are developing at a very fast rate across the country without any real government support or societal support. In this context, this study will examine the extent of and avenues of creating employment generation through street vending in Bangladesh; to identify ways of ensuring social security in street vending in terms of financial aid and administrative support. Moreover, this study will explore street vendor's contribution to poverty reduction for decent livelihood. To obtain those objectives, a structured questionnaire survey will be administered to the 33 groups of civil servants (each group consist of 8-10 government civil servants, undergoing training 6 months Basic Foundation Training Course organized by Bangladesh Public Administration Training Centre, Savar, Dhaka). Bangladesh has 64 Districts, and this survey will cover at least 33 Districts, thus data or information will come from 33 Districts which will cover all geographic corners of Bangladesh. A higher level statistical analysis will be done to accomplish study objectives and SPSS statistical soft ware will be use do analysis of results. The main limitation of this study is that data will come mainly from urban region, whereas rural level street vendor data may get less importance. The output of this study results will help to formulate better policy on street vending to ensure their decent livelihood. Apart from this, a learning story/case history will be developed while

carrying research on employment generation, entrepreneurship development and a success story of vendor.

| The future of decent jobs | Parallel Session 4.2 |
|---|---|
| | Tuesday 4 July: 9:00-10:30 |
| | Room IV (R3 south) |
| | *Chaired by Sean Cooney (Melbourne Law School)* |

**The notion of the employee/worker in EU law: status quo and potential for changes**

M Risak and T Dullinger

'There is a crack in everything, that's how the light gets in.' (Leonhard Cohen, Anthem)

In EU-law for decades it seemed clear that the essential feature of an employment relationship 'is that for a certain period of time a person performs services for and under the direction of another person' (ECJ Lawrie-Blum). This 'personal dependence' is deemed to be the core feature of an employment relationship and economic aspects (unequal bargaining power, economic risk taking, number of contractual partners) have been pushed into the background as unpractical and of little operational value.

In the last years new forms of employment are emerging and these 'new forms of employment' (eurofund 2015) sometimes transform the relationship between employer and employee, some change work organisation and work patterns, and some do both. And often they do not fit into the traditional dichotomy of either employee or self-employed frequently leaving the persons concerned without any of the protections usually connected to the employee-status. On the other side these persons are – very much like employees – delivering their services in person, do not own any substantive means of protection and are therefore not able to negotiate for fair working conditions on their own behalf. This is very much the case in the 'gig economy' that often operates on the assumption that the persons involved are all self-employed independent contractors and that labour laws do not apply.

The paper will look into the notion of the employee/worker as provided for in EU law and its potential to be interpreted in a novel, more extensive way taking into account also economic aspects.

In the first part the paper different existing notions of the employee/worker in EU-law will be carved out and structured to show the different need as well as the potential for an extensive interpretation.

In a second step the relevant jurisprudence of the European Court of Justice (ECJ) will be analysed in order to find starting points for an extensive understanding of the notion of the employee/worker. At this point possible openings shall be detected that can be widened in order to extend the protection of the norms to persons beyond the traditional employment relationships.

In a concluding chapter concrete recommendations will be put forward on how to include vulnerable forms of work beyond the employment relationship under the existing safety net for employees/workers in EU-law.

**Mind the (Twin) Gap: Job Quality and the Greek Work Crisis in Historical and Comparative Perspective**

A Kornelakis

A detailed account of job quality is largely missing from the academic and policy debates concerning the state of the Greek labour market before and during the current crisis. To some extent, this is understandable: in the thriving, pre-crisis, economy, with rising wages and employment, the quality of the jobs and the actual experiences of workers can be obscured by increasing relative affluence and rising household income and consumption; while in the context of a severe recession and a sharp increase in unemployment, the main focus of the successive Greek governments and its international creditors (the so-called 'Troika') has been how to create more jobs and put more people back to work.

This paper, thus, aims to provide a detailed investigation of this relatively under-explored aspect of the Greek labour market: the quality of its jobs in the last two decades and during the current crisis period, from a comparative European perspective. Job quality is defined here following a 'worker-centred' approach, capturing aspects that constitute a fulfilling and meaningful working experience that satisfies human needs. Such aspects include, but are in no way limited to, pay and material rewards, skills utilization and training, job autonomy, work intensity and effort, job security, and work-life conflict.

Quantitative data for the empirical analysis are sourced from the European Working Conditions Survey (EWCS) series (1995-2015). These surveys include relevant job-related variables for a detailed investigation of job quality and have consistently been used in the related literature. Preliminary findings reveal the existence of a 'twin disadvantage' or 'twin gap' in the labour market experience of the working population in Greece relative to the working population of other European countries in the pre-crisis period. Along with the well-known quantity gap (mainly higher unemployment and slower employment growth), a job quality gap is also apparent. Moreover, this 'twin gap' has grown during the crisis period, reflecting the combined effects of the economic slump and the implementation of the measures included in the Memoranda signed by the successive Greek governments and the Troika. The implications of these findings are indicative of the problematic approach of the (recent) past and current policy practice: austerity and labour market deregulation not only failed to increase employment, but also contributed to a significantly worse working-life experience among the employed people.

**Employment Story and its Determinants in North-East India**

K S Das

When the issues of the labour market are widely discussed in the India, the north-eastern region, which topographical terrain is entirely different from the rest of India is ignored by the researchers and policy makers arguing poor data quality and small land sizes. The workforce participation rate of the region is consistently low then the national average during the post-liberalization period when the Meghalaya has a consistently high employment rate than the national average. With only 15 percent of workers in regular employment, the region is still searching for better quality of employment when more than 65 percent is still in the self-employment and 19.5 percent in the casual employment. In the growth phenomena, the region finds itself on the negative side with casual and regular employment. The region has almost half of its workers in the primary sector. However, the period observes a negative growth rate in primary and positive growth rate in the secondary and tertiary sector. The construction industry has the highest growth rate in the region. With the positive growth rate in the primary sector the state Assam, Arunachal Pradesh, Nagaland, and Manipur explains its high dependency in the primary sector and low expansion of workers in the secondary and tertiary

sector. Only, utility industry of the region has a negative employment elasticity explains the positive economic growth and negative employment growth story. The casualization is found more pronounced in rural areas, especially among female workers. However, the casualization process is slower in the region compared to the national level. The youth (15-29) unemployment rate is significantly high in the region when the situation is more critical with the higher level of education attainments. Finally, in the region, those who are from the low monthly per-capita expenditure households; and have more than marginal land holding and belong to the higher age group; and male from small households either currently married or widow or separates; and come from the SC, OBC or Others (residual category) category; representing religious group either Christians or Others (residual category) and from any other state except Assam; is more likely to participate in the workforce of the region.

| **Platform economy** | **Parallel Session 4.3** |
|---|---|
| | **Tuesday 4 July: 9:00-10:30** |
| | **Room VII (R2 south)** |
| | *Chaired by Six Silberman (IG Metall Germany)* |

**The Inefficient Technological Revolution: The organization of work in the gig economy**

J Berg

The platform economy has been heralded as part of the Fourth Technological revolution that will transform the workplace and possibly contribute to the end of work. Yet surprisingly little attention has been given to analyzing the productivity of platform-based work – as if the mere fact that jobs can be sourced through smartphones or completed on on-line platforms make them productivity enhancing. While the negative consequences for workers have been well-documented, governments should also consider what are the potential consequences for productivity and economic growth. I argue in this paper, based on findings from a survey of two micro-task platforms, that the present organization of crowdwork is highly inefficient. Yet because the platforms have (mis)classified their workers as independent contractors, this inefficiency isn't apparent or acknowledged. Rather, it is borne by the workers.

**Numericalizing Performance: on the Role of Metrics in the Gig Economy**

D Howcroft

In 1987, Richard Hyman posed the question as to how far microprocessor-based systems have been integrated with a widespread strategy for the control of labour (Hyman 1987). This issue remains just as relevant today, as crowdwork poses interesting challenges for labour-capital relations. Online recommendation systems, which have become ubiquitous for grading films (Netflix), holidays (TripAdvisor), and books (Amazon), are now being applied to evaluate workers. Given that the terms and conditions of crowdsourcing effectively absolve platform-owners of any responsibility for transactions, interactions require a semblance of quality assurance. Consequently, platforms comprise complex algorithms which monitor and assess workers performance. Some authors view this positively and suggest that the evolving 'digital trust infrastructure' (Sundararajan 2016)

represents a paradigm shift (Botsman 2015), operating as an 'invisible hand' that rewards good workers while punishing poor ones (Goldman 2011).

Algorithmic objectivity is seen to be fundamental to the operation of platforms, and they are bestowed with legitimacy, accuracy and a technologically-inflicted promise of neutrality (Gillespie 2014). They play an important role in the viability of crowdwork since they enable effective and efficient searching, matching, scheduling, and levels of remuneration: in the absence of management they are non-negotiable. Algorithmic outcomes are seen to embody meritocratic ideals and assumed to capture the essence of a workers' performance, yet in the absence of human intervention and interpretation, they display inadequate levels of accountability and lack transparency (Diakopoulos 2016). Furthermore, the growth of inbuilt performance management techniques for relentless technological filtering of good from bad work represents an extreme example of surveillance and control, as each worker has an 'invisible supervisor' (Elliott and Long 2016) monitoring every keystroke. Workers become functionaries in an 'algorithmically-mediated work environment' (Iperiotis 2012) of ruthless objectification (Ekbia and Nardi 2014). The presence of algorithmic computation means that continuous appraisal and evaluation generates a level of pressure about job performance that is of such magnitude, it is completely out of synch with the activity or task. Managing one's online history becomes critical for crowdworkers, even though ratings are not necessarily impartial or free from collusion or retaliation. These systems are only as effective as the testimonies, and negative reviews have been associated with race and gender discrimination (Slee 2015). Performance management in the gig economy epitomises a faceless, centralised and unaccountable form of labour control, which is clearly at odds with the rhetoric of peer-to-peer relationships that are supposedly valued in the sharing economy.

**How sustainable is crowdwork? Work and income security among workers in platform economy**

U Rani, M Furrer

The digital economy has led to the emergence of new forms of employment over the past years, like crowd-work, casual work and ICT-based mobile work. These forms of work relationships are increasingly gaining popularity globally and are emblematic of a significant change within non-standard forms of employment. Crowd work through on-line platforms has effectively reduced transaction costs and bolstered the rise of casual or independent workers. Though crowd work is considered as a positive development in the world of work not only for its high flexibility and capacity to meet individuals' needs, but it also raises some concerns with regard to living wages and social security benefits, caring for workers' satisfaction and the de-responsibility of the firms in providing training. This mechanism has been argued to foster productivity but it also challenges the existing business model and most importantly social rights as it circumvents the existing regulatory framework and operates informally.

Recently, some studies have focussed on legal issues, working conditions and income security, and this paper makes an attempt to contribute to this literature with the aim of providing policy options that could help improve the working conditions and provide sufficient income for workers engaged in the platform economy. The paper begins with an analysis of the motivation of workers to pursue crowd work, their present work and income security and whether crowd work is their main source of income. We also analyse the extent to which they depend upon their other incomes and income of other household members for maintaining their livelihoods. We then analyse whether the work on these platforms provides workers with access to social protection (health insurance, pensions, and other benefits) or are they dependent upon their other jobs or family members for social protection.

Finally, we look into whether there are any solidarity groups or online forums where the workers could discuss their problems or consult for advice. The analysis is based on a Crowdwork survey of 2600 workers on five platforms – Amazon Mechanical Turk, Crowdflower, Guru, Prolific Academic and Clickworker, spread across different countries and undertaken during early 2017. The survey of workers across the different platforms provides insights about the similarities and difference in the level of protection to the workers and also brings out country-specific challenges which are important for policy formulation.

| **The political economy of governance** | **Parallel Session 4.4** |
|---|---|
| | **Tuesday 4 July: 9:00-10:30** |
| | **Room V (R3 south)** |
| | *Chaired by Colin Fenwick (ILO)* |

**Are Labour Provisions in Free Trade Agreements Improving Labour Conditions?**

IMZ Martinez and H Kruse

This paper investigates the impact of labour provisions in Free Trade Agreements (FTAs) on labour market conditions in the ratifying countries. Using panel data for up to 96 countries and a time-span from 1995 to 2008, matching techniques and a difference-in-differences approach are applied to identify the effect of FTAs on labour conditions, distinguishing between those with and without labour provisions. The results show that FTAs partially improve labour conditions in the participating countries, and that there are differences in these outcomes between agreements with specific labour provisions and those without. Consequently, empirical analysis reveals that labour provisions might be a suitable instrument to ensure labour standards, but also that a 'global race to the bottom' may not be prevented through these provisions per-se.

**Proportionality and the development of collective bargaining rights post-crisis**

L Rodgers

This paper considers the effective promotion of collective bargaining in the wake of the financial crisis. It is directed to track 4 of the conference, as it considers the challenge of rights enforcement in financially-constrained states and the role that transnational standards, and the adjudication and development of those standards can have in promoting those rights.

On a theoretical level, it engages with debates concerning the value of proportionality in upholding and promoting (collective bargaining) rights. Within these debates, there is discussion as to how far, in times of 'crisis', the focus in judicial adjudication should be on the promotion of the 'minimum core' of rights, and how far that adjudication should focus on balancing and proportionality mechanisms (Cf X Contiades and A Fotiadou, 'Social rights in the age of proportionality: Global economic crisis and constitutional litigation' (2012) 10 (3) ICON 660 and D Bilchitz, 'Socio-economic rights, economic crisis and legal doctrine' (2014) 12(3) ICON 710). On the one hand, it is suggested that a focus on the minimum core of rights allows the most effective promotion of rights, as that minimum core essentially 'trumps' economic or political considerations. On the other hand, it is suggested that in times of crisis, a focus on detailed proportionality assessments is the best way to ensure the development and enforcement of rights. The latter argument proceeds by explaining that a focus on the minimum core of rights leads to a defensive judicial position, whereas engaging with

proportionality is a more effective means of opening up dialogue and negotiation between the lawmakers and the judiciary where resources are scarce.

On a practical level, this paper considers the ways in which proportionality has been invoked to either defend or deny collective bargaining rights in the wake of the financial crisis at both national and international levels. It notes the changing attitudes towards such proportionality assessments and the increased willingness to challenge governmental arguments relating to necessity in forcing the erosion of rights. The paper notes the political sensitivity of this judicial engagement, but argues that this is the most effective means of promoting collective bargaining standards. This engagement also means that instead of proportionality and rights promotion being diametrically opposed, proportionality acts to ensure the development and enforcement of collective bargaining rights.

**Leveraging Improvements in National Labour Law Enforcement through Trade: The Trans-Pacific Partnership, its Demise and Future Possibilities**

J Howe and I Landau

Using Vietnam as a case study, this paper considers the potential for bilateral and pluri-lateral trade agreements to leverage improvements in national labour law enforcement in developing countries. It begins by elaborating on the immense challenges Vietnam faces in enforcing its labour laws. It then provides an overview of the development and nature of the extensive 'effective enforcement obligation' within the finalized text of the Trans-Pacific Partnership (TPP) and related obligations under the bilateral US-Vietnam side agreement. While recent developments in the United States have rendered the TPP defunct, it is argued that this analysis remains relevant for further understanding how and under what circumstances transnational pressure can be brought to bear to improve compliance with labour standards. Finally, the paper considers the potential for improvement in labour standards enforcement in Vietnam to be achieved through other trade initiatives such as the Regional Comprehensive Economic Partnership (RCEP) and further ASEAN integration.

| **GSC1: Governance to Promote Decent Work in GSCs** | **Parallel Session 4.5** |
|---|---|
| | **Tuesday 4 July: 9:00-10:30** |
| | **Room II (R3 south)** |
| | *Chaired by Gary Gereffi (Duke University)* |

**Analyzing the Evolving Field of Transnational Industrial Relations: Opening the Black Box of Interfirm and Firm-Union Relationships in the Global Garment Industry**

C Oka, E Schüßler, R Alexander, S Ashwin, and N Lohmeyer

Faced with limits of the dominant forms of private regulation, lead firms are increasingly turning towards new approaches involving more collective and labour-inclusive initiatives to tackle substandard labour conditions in global production networks (GPNs). Two notable examples of such new governance initiatives are the Accord on Fire and Building Safety in Bangladesh (the Bangladesh Accord) developed in the aftermath of the Rana Plaza disaster, and Action Collaboration Transformation (ACT), which involves industry-level collective bargaining spearheaded by a group of garment brands and retailers. What is unique about agreements like the Bangladesh Accord and ACT is that they are inclusive of trade unions (local and/or global) and transnational in nature, covering

supply chains of multiple multinational corporations. These initiatives, which we term transnational collective industrial relations, stand in stark contrast to firm-specific, unilateral corporate codes of conduct, which has been the dominant model of private governance since the 1990s.

This paper explores evolving relationships among lead firms and other stakeholders in the emerging field of transnational industrial relations. Considering the experiences of major German and UK garment firms, we examine how involvement in transnational collective industrial relations has influenced lead firms' relationships to other stakeholders, particularly rival firms and unions, including the power dynamics among those actors. Data considered is mainly based on interviews with German and UK garment lead firms and members of global union federations (GUFs). Initial findings indicate that lead firms increasingly view GUFs as important and legitimate partners for managing labour challenges in GPNs. Lead firms also positively describe intensified collaboration with rival firms. We discuss whether evolving interfirm and firm-union relations in the global garment industry can be seen as promising steps towards institutionalizing collective forms of transnational labour regulation with potentially better outcomes for labour standards. Through this research, we seek to contribute to the literature on global labour governance by shedding light on new governance solutions, particularly the dynamically evolving relationships among lead firms and other stakeholders.

**Revisiting Buyer-Driven Governance in Pursuit of Decent Work: What can an analysis of three value chain interventions tell us about the power of lead firms?**

J Bair

For the last twenty years, both academic researchers who study global value chains and activists who try to influence them have generally operated from the same premise: efforts to achieve decent work in "buyer-driven" value chains must focus on changing the behavior of lead firms. According to this widely-shared perspective, lead firms such as retailers and brands have the power to promote improved labor standards and conditions in the far-flung production networks through which they source the good sold in their stores or under their labels.

This paper revisits the concept of buyer-driven governance to examine two sets of questions. First, to what extent are inter-firm dynamics in labor-intensive industries, such as apparel and footwear, still aptly characterized as buyer-driven? Is the emergence of large, transnational manufacturers reshaping power dynamics in these chains? While trading companies such as Li-Fung have long been key brokers connecting buyers and developing-country suppliers, a new group of vertically-integrated producers are assuming a growing role across multiple links in the value chain, from design to logistics. What does this class of mega-suppliers—companies based in Asia, but active globally—imply for our conceptualization of buyer-driven power?

Second, what are the mechanisms by which buyer-driven power is realized? Do lead firms exercise it through their relationships with suppliers, or via their interactions (or lack thereof) with governments of apparel-exporting countries? Does buyer-driven power also operate collectively, at an industry level? What are the particular practices and policies by which lead firms exert influence over other value chain stakeholders, especially the production workers employed by their suppliers and subcontractors, and which of these are especially important for the decent work agenda?

I address these questions by examining three value chain interventions that aim, in various ways, to promote decent work in global value chains by engaging with lead firms: the Bangladesh Accord on Fire and Building Safety, the Better Buying project supported by the C&A Foundation, and the ILO/IFC Better Work program. Specifically, for each intervention I ask what the design of the program implies

about the role that lead firms are presumed to play in the value chain; how the program aims to influence lead firm behavior vis-à-vis other supply chain stakeholders; and, drawing from a combination of primary and secondary data, the degree to which the program affects governance dynamics.

**The changing role of contract manufacturers in the governance of labour conditions in the electronics industry global production network**

G Raj-Reichert

This paper considers the changing role of a set of large and key first tier suppliers to brand firms, namely contract manufacturers, in the governance of labour conditions for decent work in the electronics industry global production network. It examines whether changes amongst contract manufacturers in terms of production and products (for example moving into higher value added and niche markets) and relationships with brand firms has had an effect on labour governance outcomes in the industry. It also considers the increasing attention paid to contract manufacturers over labour violations by civil society actors in recent years. From these findings, the paper examines the implications changing buyer-supplier relationships and firm-civil society actor relationships have on the dynamic role of contract manufacturers in labour governance for decent work in the electronics industry. Responses to the uncovering of forced labour in Malaysian electronics and excessive over-time and student workers in China are recent examples. This paper draws on findings from qualitative research conducted amongst firm and non-firm actors in the electronics industry global production network in 2008, 2013, 2015, and 2016.

| **Migration and Work (1)** | **Parallel Session 4.6** |
|---|---|
| | **Tuesday 4 July: 9:00-10:30** |
| | **Room IX (R2 south)** |
| | *Chaired by Christiane Kuptsch (ILO)* |

**Why Not Particularism? Explaining Labor Movement Convergence on Immigrant Inclusion in the US, UK, France, Dominican Republic and South Africa**

J Fine

**Welfare State Regimes and Labour Migration Policies in Western Europe**

A Afonso

This paper analyses the connection between labour market institutions, migrant rights and labour migration flows in Sweden, Germany and Switzerland during 30-year period of economic growth that followed World War II. More precisely, it explains why countries such as Switzerland and Germany relied extensively on foreign labour and so-called “guest worker programmes” to satisfy labour market needs, while in other countries, such as Sweden, these programs remained much smaller, and were more quickly phased out. The paper argues that union power, the structure of welfare schemes and the social rights allocated to migrants played a decisive role in shaping employer demand for migrant labour. In countries where immigration law and welfare limited the rights of migrant workers, employer demand for foreign labour was high, and labour migration more important because it

enabled employers to better exploit the lower reservation wages of migrant labour. In countries were union power and universal welfare endowed migrants with more rights, employer demand was smaller because it was more difficult to exploit the segmentation of rights, and employ migrant workers on lower wages.

**It Takes a Village: Regulating Employment Conditions of Temporary Migrant Workers in Australian Horticulture**

S Clibborn

**Work organization and mobility: Implications for social protections and occupational health and safety**

K Lippel and B Neis

Workers have always commuted to and from work, however the promotion of flexibility to meet the demands of the employer as well as the externalisation of production and services (Stone, 2006) have contributed not only to an increase in non-standard work or precarious employment but also to the complexity and diversity of employment-related geographic mobility (E-RGM) (Roseman, Gardiner Barber, & Neis, 2015). The spectrum of complex and potentially challenging E-RGM ranges from those who undertake extended daily commutes, regularly fly in/fly out or drive in/drive out for employment, and those who migrate, often to other regions or countries.

While much research has examined the occupational health and safety (OHS) and social security implications of non-standard employment (Quinlan, 2015), and to a lesser extent OHS experiences and challenges of temporary foreign workers (Salami, Meherali, & Salami, 2016), the relationship between E-RGM and non-standard employment is understudied as are the implications of other types of E-RGM for regulatory effectiveness of OHS and social protections.

In this paper we will report on a program of Canadian research on the implications of E-RGM for regulatory effectiveness related to OHS and workers' compensation protections. Based on a classic legal analysis of regulatory frameworks and administrative tribunal decisions in seven Canadian jurisdictions, combined with information provided from interviews with key informants we found that the invisibility of the internally (within country) mobile workforce, as well as the excessive visibility of the temporary foreign workforce, both contribute to reduced effectiveness of the OHS and WC regulatory frameworks. The results point to the need for better protections to govern not only the quality of working life, but also the hazards and challenges associated with mobility itself: getting to and from work, living at work, and maintaining work-life balance while living at the workplace for long periods of time.

| Interplay between labour market and social protection policies (2) | Parallel Session 5.1 |
|---|---|
| | Tuesday 4 July: 11:00-12:30 |
| | Room III (R3 south) |
| | *Chaired by Katja Hujo (UNRISD)* |

**Making U.S. labor and social protections fit for the 21st century**

S. Polaski

This paper reviews the erosion of labor and social protections for U.S. workers and households over recent decades. It discusses the causes and the relative weight of different elements of the erosion in order to bring clarity to the discussion of reforms needed to effectively address the future of work and social protection. It proposes a framework of policy objectives and principles to guide reform choices among policy alternatives in the specific U.S. context. The prospects for political and legislative action to create a viable modern social and labor protection system are discussed. The paper explores the relative merits of alternative proposals to address these challenges. It concludes that updating and strengthening core elements of the U.S. system provide the best basis for building a labor and social protection system suitable for the 21st century.

**Workfare: current challenges**

T Bazzani

The austerity policy introduced by the EU in the past years pushed on downsizing social expenditure and Member Sates´ (MSs) social protections systems haven´t always been able to cope with social security needs in times of crisis. A worsening in the unemployment protection (amounts/lengths of the benefits) can be seen in several MSs since the beginning of the 2000s and at the same time harsher eligibility requirements and an exacerbation of the benefits conditionality have been often introduced at the domestic level.

This tendency seems to be based on the idea of avoiding the unemployment trap and making people more active in their searching for a job, which has been highlighted in particular by the Commission since the Nineties. Thus, “workfare”– according to which welfare should support people in finding a job - would make the system more sustainable and the workforce more adaptable to market needs.

By looking at three MSs – i.e. Germany, Italy and Denmark - this paper aims at pointing out the main challenges for their social security systems concerning the protection in case of unemployment and the conditionality to activation duties.

The selected countries are representative of three different kinds of social security systems in the EU, i.e. Continental, Mediterranean and Nordic systems. Thus, they provide an interesting example for comparison, which can highlight any differences and common trends for labour market policies (LMPs).

The first part of this contribution will briefly discuss the “workfare” idea in the EU.

The second part will focus on the main reforms adopted in the countries under analysis with regards to the implementation of the workfare idea, by highlighting eventual pending issues, which doesn´t enable to achieve an adequate level of protection in the labour market (LM). By looking at the EU and the identified domestic systems, the third part will propose some ideas in order to make social protection both more sustainable and more protective and inclusive. Particularly, the relationship

between insurance and assistance benefits will be tackled, by taking into consideration current employment developments: the relationship between social security systems and macroeconomic policies; proposals concerning the justified reasons enabling to refuse a job offer; the potentiality of activation and the need to make it more effective through networks connecting territorial projects and active LMP.

**Towards a new map of labour market institutions in the 15EU after the Great Recession**

L Perez Ortiz, A I Viñas Apaolaza, and M I Heredero de Pablos

From 2007, the Great Recession has had a significant impact on the European Union's labour markets. Precisely, one of the fields where there have been more appreciable changes is in labor market institutions (LMIs). Taking into account that LMIs are considered as decisive in the functioning of the markets, this is one of the focal points on which the European and national economic policies have acted, especially in the recession context. These changes, which have not been completed yet, are shaping a new map of labour relations and working conditions in Europe.

This paper is embedded in this lively academic and political international debate (OIT, 2015). Exactly, it is focused on the changes that have occurred in LMIs within the 15 European Union (15EU) during the Great Recession.

The goal is to contrast whether the changes on the LMIs are different according to the 15 countries and if similar variations are observed between them. From the hypothesis of the presence of common patterns of evolution -towards a scenario where these institutions and labour conditions are weaken (Hyman, 2015)-, the paper highlights that the changes are related to the policies and labor reforms implemented in Europe during the Great Recession.

To tackle the research, a review of the LMIs' literature and of the statistical sources of information is done, selecting four categories: employment protection, unemployment benefits, active labor market policies and collective bargaining.

It can be deduced from the analysis that heterogeneous and complex changes have occurred, therefore it is created a synthetic index to group all the LMIs considered (Eichhorst et. al., 2009). Firstly, this index determines LMIs changes between 2007 and 2013 in each country. Secondly, it establishes similar behavior patterns by country groups. The initial findings are contrasted by a cluster analysis, in which the similar behaviors of the index are verified, by country groups, in the 15EU. The conclusions outline common patterns of evolution and future trends in the European industrial relations map.

**Decent work for disabled people and those with health conditions**

R W Fevre

With an ageing population and increased expectations of human rights we might expect more and better jobs for disabled people and those with health conditions. As workforces age, the proportion who are disabled or have health conditions rises. Access to work for all sections of the population is often at the centre of increased expectations of human rights and frequently emphasised in equality legislation and public policy. The UK provides a useful case study of the difficulties of meeting these expectations. There are 400,000 more working age disabled people in the UK than there were in 2013, taking the total to more than 7 million. Almost 1 in 3 working-age people in the UK have a long-term health condition and around 1 in 5 has a mental health condition. However, there a still formidable

barriers to disabled people and those with health conditions entering, remaining and progressing in employment. In the UK there is a 32 percentage point disability employment gap and 150,000 disabled employees leave work every 3 months. Those who remain in work have significantly lower pay, less satisfactory work and poorer prospects of advancement. The latest UK report from the UN Committee on the Rights of Persons with Disabilities notes widespread ignorance of the rights of disabled people and the almost total failure of government policy to address these issues. In a recent green paper the UK government shows signs of accepting that employers may be part of the problem. Fully understanding what prevents employers from recruiting and retaining disabled employees will be of significance for the future of work for millions of disabled people around the world. This paper reports on robust, representative research which shows that in the UK, there is institutionalised discrimination against disabled employees which is largely hidden from those employees and, until now, from policymakers. The seemingly individual problems disabled people encounter in the workplace are part of a wider and more systematic pattern of less favourable treatment. To improve our understanding of the future of work we must replicate this research in other countries and, most importantly, drill down to excavate the motives, policies and practices which underpin discrimination against disabled employees. For example, small-scale qualitative research points to towards further investigation of inflexible employers who are not prepared to make the (often very small) adaptations disabled and health conditions need.

| **Wage inequality: Dynamics and policies** | **Parallel Session 5.2** |
|---|---|
| | **Tuesday 4 July: 11:00-12:30** |
| | **Room IV (R3 south)** |
| | *Chaired by Rossana Merola (ILO)* |

**Wage inequality and informality in Mexico: a 10 year dynamic perspective.**

R Vazquez-Alvarez

Wage inequality in Mexico is rampant: a recent ILO publication shows that Mexican wage earners at the top 1% earn about 110 time more per hour than those at the bottom 1% - or 35 more than those at the bottom 10% (see ILO, 2016). This creates a situation where the top 10% account for about 25% of all the wages generated monthly, a figure which contrasts with the fact that the bottom 50% account for almost the same percentage (30.1%). In recent times the Mexican authorities have put forward a series of measures that have targeted the minimum wage as path towards reducing wage inequality. But what are the effects of these measures on the wage distribution of Mexican workers? This question cannot ignore the duality of the Mexican labour market where approximately 50% of wage earners are informal wage employees. In this study we consider the duality of the labour market to explore the effect of minimum wages on the wage distribution for Mexican workers distinguishing between informal and forma wage employees. Using panel data that expands for about 10 years (ENOE, 2005 to 2016) we first map the movements of informal wage employees in relation with wage policy changes in the country. Second, we estimate the effect of minimum wages on the wage distribution of informal wage earners (the lighthouse effect) distinguishing between these according to the Haussmann matrix of informality. Finally, we estimate if Mexico has experienced a domino effect at wage regions above the minimum wage for formal wage employees. Altogether these three sets of estimates aim at providing empirical elements that consider the duality of the labour market in Mexico when setting and adjusting the minimum wage for wage employees.

**Wage Differential and Segmented Informal Labour Markets in India– Selectivity Corrected Estimation of Multinomial Logit Model**

P Das

The basic objective of this paper is to look into how labour market institutions affect employment outcomes in both quantitative and qualitative terms in the context of a transitional developing country, India. We use pooled household level data constructed from 50th, 61st and 68th survey rounds conducted by the National Sample Survey Office (NSSO) for the period 1993-94, 2004-05 and 2011-12 respectively, covering more than two decades of liberalisation policies in India. Based on this data, the paper explores the transformation of labour market segmentation in the form of formal and informal jobs in the non-farm wage employment during the period of integration into global markets. We study the worker profiles in terms of age, education, and gender across different industries, occupations and regions. We identify different employment characteristics, nature of informalisation and the major factors influencing the wage gap on the basis of the theoretical structure of labour market segmentation. Informal jobs are not homogeneous, but segmented horizontally and vertically into different tier jobs. In a segmented informal labour market, workers with roughly similar productivity characteristics experience earning difference and enjoy different levels of social security benefits.

We apply two-stage estimation to analyse the wage differentials after correcting selectivity bias. In stage one, we estimate equation for job selection in multinomial logit frame. In stage two we estimate the wage equation by applying OLS after incorporating the selectivity term calculated by using the results of the multinomial logit estimations in stage one. In order to identify the sources of wage differentials between sectors, we use Oaxaca-Ransom decomposition.

This study observes that non-farm informal employment increased significantly with the change in structural characteristics during the two decades of liberalisation and market-lead high growth in India. The informal sector employment account for a substantial and growing segment of the labour market, as high as over 60 per cent non-farm employment in 2011-12. Labour market segmentation produces inequality and discrimination. As labour is the main source of earnings for the poor, some individuals much more likely to end up in a state of poverty and deprivation than others in the segmented labour markets. If labour markets are becoming more segmented, the most vulnerable groups among workers, particularly women workers, are affected badly more. Women tend to be more vulnerable than men, experiencing lower participation rates particularly in the good jobs sector and earing less even when they do enter the labour market.

**Indian Labour Market and Position of Women: Gender Pay Gap in the Indian Formal Sector**

B Varkkey, R Korde, and D Parikh

Gender diversity and its consequences in relation to work and economy are much discussed topics in India today. Women constitute almost half the population of India (48%) (Census India, 2011) and thus half of its potential labour force. But the LFPR of women in India has been constantly declining and stands at merely 28.6% for 2014 (The World Bank, 2016). This implies that half of the potential talent base in India is under-utilized (Zahidi & Ibarra, 2010). Though the Indian Government has taken various measures to prevent discrimination against women workers, there still exists a wide gender pay gap in India and in fact no country has been able to close down the gender pay gap completely (Tijdens and Klaveren, 2012). The issue of wage inequality is also central to United Nations' SDGs, "decent work for all women and men, and lower inequality, as among the key objectives of a new universal policy",

which highlight the importance of measuring and devising a mechanism to reduce the pay gap (ILO, 2016).

This paper quantifies the magnitude of gender-based disparities that women face in the organized sector of the Indian Labour Market, offers possible explanations for the same and tracks changes over time. Using the WageIndicator (Paycheck.in) continuous and voluntary web salary survey dataset and regression analysis (Blau and Kahn, 2016), the paper identifies the key drivers, trends and reasons of the gender pay gap in the Indian labour market. Key findings include that gender pay gap increases with age, education and skill, occupational status and is significantly higher for married women than single women.

To survive in an ever-changing world, in terms of political, economic, social, technological, environmental and legal aspects is the challenge of each passing day. Moreover, to be able to subsist in a dynamic environment, there is a need for a new mind-set that can discard old prejudices and inertia, and accept new ideas and solutions (Hausmann, Tyson, & Zahidi, 2011). The paper explores and expands on the different approaches used by various organizations to counter the gender pay gap. We conclude by providing a number of concrete and innovative policy recommendations on how to enable Indian women and men to overcome gendered barriers in the labor market.

**Impacts of Increasing Part-Time Work on Income Inequality and Poverty in South Korea, Germany and the Netherlands**

HK Kim

This study explores the effect of rise in part-time work on household income inequality and poverty. Comparative analysis between the Netherlands, Germany and South Korea states that the qualities of part-time jobs are deterministic to the role of part-time growth in income distribution. Using the panel analysis on the German Socio-Economic Panel Study (GSEOP), 1984-2013 and the Korean Labor and Income Panel Study(KLIPS), 1998-2014, we find the share of part-time workers as the total number of the employed in a household raise the likelihood of being poor in Germany and South Korea. Employing the unconditional quantile regressions of Firpo et al.(2009) and Oaxaca-Blinder decomposition on the GSEOP and KLIPS, we find that the growth of part-time work during 2000s in both countries worsened the inequality, especially below the median household income. Either a breadwinner or a second earner in the bottom of the income distribution seems to unwillingly accept the marginalized mini-jobs in Germany and the low quality part-time jobs as a kind of non-regular work in Korea. Differently in the Netherlands, the analysis of the Socio-Economic Panel Survey of 1999 and the Survey on Income and Living Conditions(EU-SILC) of 2010 shows that part-time workers do not suffer from wage penalty and lower fringe benefits, but do have rights to adjust their working hours; workers in the middle and upper classes seem to choose the part-time jobs.

Firpo, S., & Fortin, N. M, & Lemieux, T. (2009). Unconditional Quantile Regressions. Econometrica, 77(3), pp.953-973.

| Future challenges: Automation, employment contracts and working time | Parallel Session 5.3 |
|---|---|
| | Tuesday 4 July: 11:00-12:30 |
| | Room VII (R2 south) |
| | *Chaired by Gerry Rodgers (Institute for Human Development)* |

**Recent changes in the labor institutions and the future of work: internal flexibility and collective bargaining**

SM Ruesga, JS Bichara, and AV Apaolaza

The future of work in the European Union countries is related to the industrial relations transformations that is taking place in the last decade. One of most important transformation is related to internal flexibility at company level through collective bargaining. This paper focusing on the debate about of the role of collective bargaining over the internal flexibility in the European Union (EU), and its consequences to the future of work. In this debate, there are few studies that address this issue from a more disaggregated perspective, at the company and sectoral level (Ibsen and Mailand, 2010; Marginson, P. and Manuela Galetto, 2013). In this sense, this article aims to analyze the degree of internal flexibility, its evolution during the Great Recession (GR), its main determinants and how it is shaping the future of industrial relation in the EU countries.

The current situation and changes in the internal flexibility in the 28EU are evaluated using the European Company Survey 2013 (ECS2013), focusing particularly on five countries (Spain, Germany, France, Italy and the United Kingdom) and three sectors (Industrial, Commerce and Tourism, Financial and Real Estate), in order to present evidence at sectoral and country levels. The survey allows to measure three types of internal flexibility such as Atkinson (1984) stated: functional, numerical internal and wage or financial flexibility. The main changes made in internal flexibility in each country and sector of activity are related to the economic cycle (the evolution of employment, production and financial situation); the evolution of labor productivity and the incorporation of new technology; and, finally, the wage bargaining level. The analysis is performed through descriptive statistics and a probit model for each of the five countries and another one for the 15EU group.

The descriptive statistics analysis shows that Spain is the country that has introduced more changes on internal flexibility since 2010, followed by Italy, France, the United Kingdom and Germany. By size of establishment, medium and large have introduced relatively more changes. By sector of activity, changes in Germany have been more frequent in the industrial sector; in the tourism sector in Spain and France; and in the financial sector in Italy and the United Kingdom.

The probit models confirm the outcomes of descriptive statistics analysis, showing moreover that technology and changes in the number of employees are the main determinant of the internal flexibility. This results open new question over the impact of this industrial relation transformation in the future of work in the EU countries.

**Technology, employment and skills: a glimpse into the future of work in Peru**

C Ruiz and J Chacaltana

The objective of this paper is to analyse some of the main drivers of the future of work in the specific context of Peru using the most recent information on potential labour market trends (demographics,

economic growth and technology). The analysis focus on possible scenarios on employment levels, education and skills demand and supply.

The volume of employment is associated with demographic and economic trends. The quality of employment related to each educational level of the labour supply is associated to technological incorporation and the available education and training supply. To assess the impact of these changes on employment, a set of scenarios are analysed considering that the proportion of young people in the labour force will reduce gradually. However, at the same time, economic growth volatility will increase mainly due to external shocks, which could generate a reduction in the speed of job creation. The introduction of new technologies will generate new market conditions that can allow job creation but at the same time destroy the jobs that require less complex skills and generate higher inequality levels.

Some of the main findings of the paper are that demographic pressure on job creation will decrease and that the production structure will not vary significantly. In addition, there is an important group of workers whose jobs might be at risk of substitution. The supply of skilled workers will increase although not necessarily the demand for them as the evolution of the economic structure is not keeping pace with the increase in years of education of the population. Another finding is related to the long-term discussion on the skills' needs in Peru and the structural mismatch between supply and demand for them. It is likely that this mismatch will worsen in the future with the introduction of new technologies. This would not improve for people already engaged in STEM careers, which are supposed to be more associated to technological change. Finally, there would be a possible negative effect of use of technology at work that would imply a greater inequality of both access to the best jobs with higher labour incomes.

It will be possible to discuss the challenges Peru will face in the following decades in terms of job creation and qualification policies for the labour force if several development thresholds are to be met in line with the current Sustainable Development Goals.

**Impact Of Automation On Employment In Information Technology Industry In India: When Advantage Becomes Disadvantage Due To Technical Progress**

N Nizami

Technical progress is instrumental to the growth of developing countries. Traditionally the developing countries in Asia like India, China, Indonesia have been competing in the Information industry due to low-cost labour. However in the era of automation and artificial intelligence, there is a threat to employment in these industries. These developing countries face a trade-off between technical progress and temporary unemployment in the current times if they switch to automation in their industries. This research aims to examine the impact of automation on employment and decent work in companies in Information Technology (IT) industry. The primary objective is to find the kind of jobs that will get directly affected by automation, the quantum of (frictional) unemployment and scope of new employment in emerging industries. The research methodology constitutes a combination of quantitative and qualitative techniques. Data collection has been undertaken using snowball sampling technique of non-random sampling method. Responses of 78 employees in the industry and employers have been taken to understand their perception of impact of automation of employment.

Jobs which have been directly affected by automation are largely low-skilled in nature. These include profiles like call centres, chat assistants, data analysts. The paper also hints that automation is not likely to create serious impact on employment in this industry as technical progress has given birth to

new and emerging industries like data analytics. There is a greater likelihood of the unemployed employees switching over to allied as well as emerging industries leading to frictional unemployment. Unless enterprises, governments, policy-makers, workers and jobseekers proactively respond and adapt to these fast-encroaching technologies, opportunities may be lost and numerous industries may find themselves unprepared for the consequences. This is particularly true for developing and emerging economies (Chang and Huynh, 2016).

It is therefore important to know that which industries risk losing employment due to automation and how the employees of these industries should re-skill themselves to sustain their employment. This is so because there could be a phenomenon of 'creative destruction' in the pattern of employment in the sense that new jobs would be created requiring new skills due to automation in place of existing jobs. The race to sustainability of employment entirely depends on how efficiently employees adapt to the changing technology.

| **Labour Regulation in developing countries** | **Parallel Session 5.4** |
|---|---|
| | **Tuesday 4 July: 11:00-12:30** |
| | **Room V (R3 south)** |
| | *Chaired by Tvisha Shroff (ILO)* |

**The Political Economy of Labour Chowks: Informalization of Work in the Neoliberal City**

G Arora

Advanced capitalism needs informalisation and continuous reconfiguration of economic spaces for optimising costs of production to ensure its sustenance. A labour chowk is one such space that has flourished over the decades as a concept where construction workers assemble on a daily basis to find work. It is a negotiated space where the market with an organised system of transactions allows informality to thrive as a matter of convention. The presence of labour chowks in the heart of residential and commercial spaces is counter intuitive to the aspired sanitised version of the neoliberal city. Despite being illegal, the city administration and the residents have turned a blind eye to this chaotic space and have rendered it invisible as it helps in cheapening of labour.

The political economy of labour chowks is marked b interrelationships between the state, market and the unorganised sector. Labour chowks have accommodated social hierarchies based on the intersectionality of class, caste and region along with gender segregation as indicated by the field study undertaken in four popular labour chowks of Delhi. Distress migration due to the declining agricultural productivity has led to an exponential rise in the number of non-skilled labour force in big Indian cities. Labour chowks have provided respite to these workers who indulge in cyclical migrations by saving them from destitution. But the choice of finding work according to one's skill sets and desire is ephemeral due to the temporariness of work and absence of binding contracts on the employers. The dependency on the contractor or builder and the embedded informality has meant that the worker is under constant surveillance and indulges in self-restraint owing to the vulnerable circumstances. The workers are excluded from accessing legal rights and the judiciary remains elusive to their needs. The paper aims at debunking the notion of a 'parasitic' migrant labourer who eats up the city's resources as beautification processes have denied rights to decent living to construction workers by pushing them to the periphery. The disciplining of the urban spaces by means of controlling chaos needs to be questioned as policy makers are assisting in capital accumulation. Government is

an interested party in sustaining informality of labour. Weak Contract Laws and diluted implementation of regulations is indicative of a bias against the labourers. The celebration of a labour chowks as employment generating spaces is extremely contested as the construction industry and the real estate sector is thriving at the cost of cheap migratory labour without liability, legal implications or obligations of labour welfare.

**The political economy of labour regulation in developing countries: Towards a conceptual framework**

T Lavers and C Fenwick

It is commonplace that labour regulation in developing economies is ineffective, even while legal frameworks are relatively comprehensive, and similar in content to those in advanced economies. Among the myriad challenges facing the implementation of labour laws are the large size of the informal economy and limited state capacity (Marshall and Fenwick 2016). However, the starting point for this paper is that labour regulation is not determined by economic context and that political dynamics explain many implementation failings. Furthermore, we suggest that successful intervention by non-state actors to work towards improved labour regulation is likely to require working within prevailing political constraints, and adapting policies from 'best practice' to 'best fit' within a particular political context. To this end, this paper articulates a broad conceptual framework to guide analysis of the political economy of labour regulation in developing countries and provides case illustrations from the existing literature.

Our framework integrates insights from the literatures on labour regulation in developing countries, comparative political economy and the politics of development, and comprises three main elements. First, labour law, like other forms of social policy, is shaped by redistributive conflicts between competing interest groups (Huber and Stephens 2001). In developing countries, this necessitates analysis of domestic interest groups, as well as transnational processes. Secondly, policy-making is not defined by competing interests, but also shaped by ideas about, for example, the most effective forms of economic organisation or the appropriate level of labour protection at a particular stage of economic development. Finally, effective labour regulation depends on state capacity to ensure compliance. State capacity is a relational concept comprising: bureaucratic competence; the degree of embeddedness in society; and the territorial reach of the state (Soifer and vom Hau 2008). This approach to state capacity goes beyond the common focus on bureaucratic competence within the literature on regulation, including labour regulation (Parker and Nielsen 2011).

**Policy-Making at the City Level in Post-Authoritarian Settings: Mexico City Case Study**

E O'Connor

Globally, the governments of large metropolitan areas are confronted with growing numbers of workers trapped in informal and precarious work, whether as part of the informal economy or due to non-standard employment or regulatory evasion in the formal sector. Commonly, the legal framework to regulate employment and social protections is defined by federal laws, yet it is at the local level that governments are left to cope with the effects, as local workers and their families require expanded services. This disconnect between government levels is especially notable in countries with authoritarian or corporatist legacies, which have often left local governments with a limited capacity to make or implement policy. In some cases, cities in such counties have developed

innovative and successful policies to improve job quality locally while in other cases this has not occurred.

In Mexico City, there has recently been an effort to develop an integral public policy to address informal employment and its negative impacts on workers, in part compensating for a lack of action at the federal level. This initiative enjoyed significant local political support, was based on a promising model of coordination between local policy makers and the academic community and reflected the incorporation of best practices drawn from academic literature as well as from the successful experiences of similar cities in Latin America. Despite this, the results of the initiative have been modest at best.

This paper, therefore, will seek to understand the policy-making challenges faced by metropolitan governments in addressing informal and precarious employment, particularly those in nations with corporatist legacies. This will be done through a case study of the Mexico City experience, drawing comparisons where relevant to the relatively more successful cases of Buenos Aires and other Latin American cities. During the key years of the initiative, this author was a consultant with the Mexico City Labor Secretariat to coordinate the academic commission convened to advise and inform the policy-making process. Therefore, the study will draw upon that experience along with documents and interviews with key players in both the Mexican process and in the comparison cases.

By identifying elements of the local and national political systems that obstruct reforms in labor regulations, as well as by drawing informed comparisons with similar, successful cases, this study hopes to support improved policymaking and implementation, especially in the many cities in the Global South with a history of corporatist and authoritarian structures.

| **GSC2: Emerging Approaches to Promoting Decent Work in GSCs: Strengthening Linkages** | **Parallel Session 5.5** |
|---|---|
| | **Tuesday 4 July: 11:00-12:30** |
| | **Room II (R3 south)** |
| | *Chaired by Florence Palpacuer (University of Montpellier)* |

**Workplace Compliance in Global Supply Chains: Case studies of synergistic governance**

J Lear and Y Kang

Workplaces closely connected to global supply chains are entangled within a regulatory conundrum, the governance gap between powerful multinational corporate interests and limited national regulatory capacity. Legal theorists have posited different approaches to enforcement that incentivises third party and other private entities to respect the rule of law while preserving the capacity and expertise of the relevant public authorities. Likewise, emerging empirical literature on the governance of global supply chains has pointed to the promises of regulatory pluralism that allows complementary and synergistic uses of public, private, and social governance to account for effective compliance to international standards and national laws in a variety of workplaces. This paper examines comparative case studies in Bangladesh, Australia, and Brazil as examples of the potential to address the labour governance gaps found in global supply chains. It argues that synergistic governance, in which layers of tripartite and transnational strategies are mutually reinforcing, could better ensure legal compliance while establishing a more level playing field for fair competition in global supply chains.

**Steering CSR Through Home State Regulation: A Comparison of the Impact of the UK Bribery Act and Modern Slavery Act on Global Supply Chain Governance**

G LeBaron and A Ruhmkorf

The home states of multinational enterprises have in recent years sought to use public regulation to fill the gaps left by the absence of a binding labor standards framework in international law. This article examines recent home state initiatives to address forced labor, human trafficking, and slavery in global supply chains, and their interactions with private governance initiatives. Focusing on a case study of the 2015 UK Modern Slavery Act and 2010 UK Bribery Act, we analyse two distinct legislative approaches that policymakers have used to promote corporate accountability within global supply chains and explore the varied impacts that these approaches have on corporate behaviour. Empirically, we analyse codes of conduct, annual CSR reports, and supplier terms and conditions for 25 FTSE 100 companies to shed light into the impact of the legislation on corporate behaviour. In particular, we investigate how the stringency and institutional design of national legislation shapes private governance responses and evaluate the effectiveness of different models of home state regulation. Empirically, we find that legislation that creates criminal corporate liability appears to spur deeper changes to corporate strategy, and argue that in the case of the Modern Slavery Act, the triumph of voluntary reporting over more stringent public labor standards seems to have undermined the effectiveness of recent governance initiatives to address forced labor in global supply chains.

**Exploring collaboration and contestation in the development of a multi-stakeholder initiative governing social standards in the global South: the case of the Indian tea industry**

N Langford

The role of multi-stakeholder initiatives (MSIs) in shaping social standards within global production networks (GPNs) has proliferated substantially over the past two decades. MSIs are institutions (or inter-organisational domains) in which multinational enterprises (MNEs) alongside civil society organisations (CSOs) choose to cooperate in an attempt to improve the social conditions of workers and producers in GPNs. This cooperation facilitates the development of codes of conduct which govern the processes of production in line with minimum standards.

As MSIs represent novel and privately-driven institutions of regulatory governance within GPNs, a key part of their success is based on their ability to obtain legitimacy from a number of key audiences (Schouten & Bitzer 2015; Bernstein & Cashore 2004). In the context of European markets, the higher levels of legitimacy granted to MSIs relative to other forms of GPN governance stems from their inclusion of relevant stakeholders (Fransen 2011). The degree of inclusivity, and hence legitimacy of the standard is itself the outcome of internal negotiations between firms and CSOs who may hold differing opinions on both the validity and the usefulness of including additional stakeholders. Unequal power relations permeate these internal relationships.

The recent development of MSIs which regulate social standards for Southern markets raises new and important questions regarding the ways in which these institutions seek to become legitimate within emerging markets. In Southern markets, external audiences may differ in their power to grant or withhold legitimacy from MSIs in comparison to actors in European markets.

Using a case study of an MSI developed for India's domestic tea market; this paper seeks to illustrate the various ways in which the internal organisations involved debated the merits and limitations of including local stakeholders within the standard. It reveals that internal debates concerning the

inclusion of trade unions, local NGOs and State actors were primarily discussed in the context of legitimacy-seeking. During such discussions, the perception of local ownership was important to the parties involved, and yet the final structure of the standard reveals limited engagement and inclusion of local stakeholders. However, as both the lead firms and NGOs involved in developing the standard operate across multiple scales of the global supply chain they appear to be responsive to external audiences at the global and local scales. These findings hold broader implications regarding the 'how and why' of MNE engagement in social standards for Southern markets.

| **Migration and Work (2)** | **Parallel Session 5.6** |
|---|---|
| | **Tuesday 4 July: 11:00-12:30** |
| | **Room IX (R2 south)** |
| | *Chaired by Stephen Clibborn (University of Sydney)* |

**Labor Market Drivers of Youth Irregular Migration: Evidence from the MENA Region**

G Dibeh, A Fakih, and W Marrouch

Irregular migration became an alarming issue over the last decade for both developed and developing countries. A prevailing assumption in migration policy is that labor market and institutional characteristics play a crucial role in pushing people to leave their home countries in search for better life prospects. This paper examines this hypothesis using a unique dataset covering young people aged 15 to 29 from five major MENA countries from the year 2016. Using a probit model, the paper finds that labor market drivers are of great importance for the decision to migrate irregularly amongst the youth and that the quality of institutions matters. In addition, lack of wealth and economic opportunity enhances the willingness to engage in irregular migration. The paper also finds that features of economic and political exclusion in these countries have changed in the aftermath of the Arab Spring.

**Community through Corporatization? The case of Spanish nurses in the German care industry**

M Bergfeld

Germany's labor shortage in the care sector has facilitated the commercial recruitment of Spanish nurses affected by the crisis to work in private care companies. This research analyses how nurses are recruited to Germany, and how employers use these to save labor costs up- and downstream in the care chain. I show how these corporate practices in care undermine the possibility of solidarity and community between care-users and care-workers as well as how management manufactures divisions of labor to control the workforce. Inadvertently, this engenders the very conditions for worker organization to emerge among Spanish nurses.

**The posting of workers in the construction industry and the polarization of the European labour market**

R Cillo

Over the past few decades, migration processes towards and within Europe have become increasingly important for both their socio-economic impact in the construction industry and the relevance they have been gaining in the industrial relations' field. The major development in Intra-EU labour mobility processes is definitely the growth in East-to-West Europe long-term and temporary migration and an international division of labour which has turned the Eastern European countries into providers of low cost labour force to be employed in Western European countries.

This paper focuses on the posting of workers, a specific form of temporary labour mobility, which has steadily increased with the EU widening towards the East, involving particularly the construction industry. The first part of the paper presents the main issues emerged in public and policy debates concerning the consequences of the posting of workers on labour standards and the main characteristics of this phenomenon at European level. The second part focuses on the construction sector, presenting the working conditions of posted workers and highlighting how the spread of this form of temporary labour mobility has been favoured and, at the same time, has combined with the attempt to maintain high profitability rates through the lowering of labour costs and the application of a just-in-time model of managing. Moreover, the paper points out how the diffusion of the posting of workers is deepening the existing international division of labour and is fuelling new casualization processes, which are worsening of the overall working conditions, both at national level and transnational level. Finally, the paper presents some examples of union strategies adopted both at transnational and European level, focusing on the role of the European Federation of Building and Woodworkers and its affiliates.

**Labour Market Integration of Refugees**

M Dietz and H Bähr

The political situation in Africa and especially in the Middle East led to a dramatic increase of migration because of political or religious persecution. A large proportion of persons arriving in the European Union applied for asylum in Germany. The Federal Office for Migration and Refugees counted more than 1.1 million first applications for asylum in 2015 and 2016.

The increase in immigration entails several challenges for politics and administration. Aside from rather logistical problems of housing or the provision of things of daily use it induces important questions of social inclusion. One precondition for inclusion is a high labour market participation of those people granted asylum.

During the past years, Germany was facing an extremely positive employment record. The German labour market can also be characterised by a strong demand for skilled workers which may even be

intensified by the ongoing forth industrial revolution. Thus, it is not only the question whether the German labour market possesses the absorbing power with respect to quantities but also whether there is a matching of skills demand and supply with respect to the asylum seekers.

Labour market integration of refugees has become a major task for the German welfare state. We analyse the actions of employment agencies by focusing on the perspective of the street-worker level giving direct support to asylum seekers. We conducted qualitative surveys in selected employment agencies where we performed semi-standardised oral interviews in the years 2014, 2015 and 2016. Our aim is to identify promising strategies and major barriers for labour market integration of refugees in Germany.

As many refugees suffer from traumatising experiences the process of job placement takes place under specific conditions. It turns out that insufficient language skills are the major barrier to find a job followed by a lack of formal qualifications and difficulties to adapt to the new cultural environment. Because refugees often do not possess any formal skills certificates, it is difficult to find out what competences they hold. A systematic approach to analyse competences is therefore a precondition for an adequate matching. Finally, placement officers operate within an area of conflict between a fast integration in a low skilled job and a time-consuming strategy investing in human capital. The latter would increase the probability of a more sustainable integration in an economic environment of rapid technological change. But in the short run it puts a burden on the public budget.

| **Intermediaries, digital platforms and domestic work** | **Parallel Session 5.7** |
|---|---|
| | **Tuesday 4 July: 11:00-12:30** |
| | **Room VI (R3 south)** |
| | *Chaired by Valerio De Stefano (ILO)* |

**Towards a new paradigm of social protection for domestic workers in Argentina: Between advances and resistances**

F Pereyra

In Argentina, as in most countries in Latin America, domestic service is the main source of employment for low-income women and represents nearly 16% of all female wage workers. Historically, this occupation has been marked by precarious labour conditions and its almost complete exclusion from the social protection system. However, in recent years, domestic workers have been the object of new and unprecedented attention from the government. The adoption of ILO Convention No. 189, which was ratified by 12 countries in the region, including Argentina, has helped reinforce the agenda for improving domestic workers' employment conditions. In this sense, the country adopted a wide set of measures with the specific aim of formalizing labour relationships in this sector and thus of including domestic workers in the sphere of labour rights and social protection. The results have been modest although significant in relative terms: formal employment rates rose from a meagre 5% in 2005 to over 25% in 2016. Although this progress is to be celebrated, the continued levels of informal employment among domestic workers is a phenomenon that requires further study and renewed political commitment.

Based on a qualitative approach, this paper aims to contribute to the understanding of the way in which recent policies have influenced practices and perceptions of the occupation as well as the reasons underlying the persistence of a high rate of informality in the sector. The analysis shows how policies aimed at the sector have had a positive impact on how workers perceive their rights and how employers perceive their obligations. However, these shifts have not automatically or necessarily led to changes in practices. In this sense, the paper highlights the way in which the requirement for formal, contract-based employment threatens social class privileges that are deeply rooted among the middle and upper classes. This issue, which appears to contribute to resistance to formalizing employment relationships, should be taken into account in further interventions.

**Can Intermediaries Promote Formalization in Care and Domestic Work?**

C Hobden and J Fudge

**The 'Uber-isation' of domestic work: Challenge or opportunity?**

A Hunt and F Machingura

Technology-focused intermediaries linking households to domestic workers through 'on-demand' platforms are attempting to disrupt the traditional domestic work sector. While still in its infancy, this 'Uberisation of domestic work' is growing rapidly in developing countries – for example, reports suggest that on-demand domestic work companies in India are expanding by up to 60% month-onmonth.

Evidence from the wider on-demand economy highlights that 'independent contractor' working arrangements favoured by on-demand companies are associated with regression in working conditions and outcomes and leave workers in highly precarious situations. Given the informality and poor working conditions already prevalent within the traditional domestic work sector, what effect does the rise of on-demand companies have on domestic workers? This paper presents research carried out by the Overseas Development Institute in late 2016 exploring the rise of on-demand domestic work platforms and the experiences of domestic workers using them.

It finds some promise to improve conditions in the traditional domestic work sector, such as choice over working times, platform technology enabling workers to track hours worked and wages earnt, and company support to workers including basic health insurance provision. These may particularly benefit domestic workers in contexts where the sector remains highly informal and unregulated. Overall, however, on-demand models risk undermining hard-won progress towards the achievement of domestic work as decent work, particularly in countries with relatively advanced regulatory frameworks. Empirical evidence from South Africa demonstrates low and insecure on-demand domestic worker income and the likely erosion of established labour and social protections as a result of their 'independent contractor' status.

The paper concludes that the infancy of on-demand domestic work in developing countries means that it is still possible to raise standards and ensure a fair deal for domestic workers. Three key strategies are proposed to this end. First, governments need to ensure policy, legal and regulatory frameworks are fit for purpose in the gig economy era. Second, on-demand companies should proactively design decent work, anti-discrimination and safety into their operating models. Third, engaging domestic workers and their collectives as well as service purchasers in active dialogue to ensure the system works for all concerned will be critical for success.

**The gig economy in domestic work: job matching, working conditions, and organizing strategies**

L Burnham

| **Employment and social protection in the digital economy (1)** | **Parallel Session 6.1** |
|---|---|
| | **Tuesday 4 July: 13:30-15:00** |
| | **Room III (R3 south)** |
| | *Chaired by Fang Lee Cooke (Monash Business School, Australia)* |

**Decent work deficits in online labour markets: Negating freelancers' perceived empowerment**

E Noronha and P D'Cruz

Online labour markets/OLMs are new global workplaces representing the latest wave of offshoring. Indians have a strong presence here, being freelancers on international and national platforms, adding to the country's large informal workforce. Through a critical hermeneutic phenomenological approach, we examine the experiences of Indian crowdworkers on Upwork using the lens of decent work. Data were gathered through in-depth telephone interviews and analysed thematically to initially capture participants' subjective experiences of work and then highlight areas of empowerment and disempowerment. Participants' lived experiences indicated that 'positives outweighed negatives', with their challenges being eclipsed by their gains such as employment opportunities, income, skill utilisation and enhancement, career progression, emphasis on merit, international exposure, flexibility and platform-based protection of worker interests. Entrepreneurialism, commonly associated with these conditions, acquires romantic connotations of initiative, energy, independence and risk-taking, being seen as a remedy for broader societal problems, and emphasizes self-sufficiency and personal responsibility for success, being linked to the rise of neoliberalism and aligned with the retreating welfare state, unfettered markets and lean corporations. Yet, a critical perspective underscores that while freelancers experience some empowerment accruing from the aforementioned positive aspects, decent work deficits persist across the four hallmarks of full and productive employment, rights at work ensuring human dignity, social protection and social dialogue. Freelancers have to put in concerted efforts to ensure labour market security (especially by bidding but undergirded by reputation), employment security (in spite of constraints, abuse and discrimination, optimum performance and behaviour are required to ensure image and continuity) and income security including long-term safety-nets. Skill reproduction security including arranging for infrastructure is their responsibility as is work security except for the platform's verification checks, behavioural guidelines and grievance redressal. While representation security is absent, job security is mixed. The capitalist underpinnings of OLMs, guided by profit maximization, deepen the disenfranchisement of labour. Promoting precarity through non-standard employment patterns, with their accompanying uncertainty, variable income and limited statutory entitlements, OLMs, being invisible and borderless, operate beyond nation states, legislation and regulation. Workers are 'separated' from each other and from labour activists, media, etc., constraining the opportunity to interact and organize. If OLMs are to embody decent work, counterhegemonic initiatives are needed in the form of global social movement unionism. This mobilization should be networked, multi-faceted and complex, reconciling disparate interests across the North-South divide, nation-specific factors and individualistic and competitive considerations so as to embrace the diversity of the working class and maximize worker power.

**Adapting social protection systems for workers in crowdwork platforms**

U Rani and C Behrendt

The digital economy has led to the emergence of new forms of employment over the past years, like crowd-work, casual work and ICT-based mobile work. These forms of work relationships are increasingly gaining popularity globally and are emblematic of a significant change within non-standard forms of employment. Crowd work through on-line platforms has effectively reduced transaction costs and bolstered the rise of casual or independent workers. Though crowd work is considered as a positive development in the world of work not only for its high flexibility and capacity to meet individuals' needs, but it also raises some concerns with regard to living wages and social

security benefits, caring for workers' satisfaction and the de-responsibility of the firms in providing training. This mechanism no doubt fosters productivity but it also challenges the existing business model and most importantly social rights as it circumvents the existing regulatory framework and operates informally.

Recently, some studies have focussed on legal issues, working conditions and income security, however, there is little evidence with regard to the extent to which workers in the platform economy are protected by social security. In this context, this paper addresses the issue of social security of workers in the platform economy based on a Crowdwork survey of 2600 workers on five platforms – Amazon Mechanical Turk, Crowdflower, Guru, Prolific Academic and Clickworker, spread across different countries and undertaken during early 2017. The paper makes an attempt to analyse the motivation of the workers to pursue crowd work, their income security, and the extent to which workers in the crowdwork platforms have access to social protection (health insurance, pensions, and other benefits) and social assistance. We also analyse how varied or similar is the social protection across the different platforms and the extent to which the specific country's social protection system has an influence on crowd work. Finally, the paper reviews the strategies proposed in the literature to address social security for the workers on on-demand economy and proposes some of the possible options of how the existing social protection mechanisms can be adapted to cover workers in the on-demand economy.

**Platform economy as a challenge for social security in Germany**

O Chesalina

Digitalization is accompanied by the rise of new forms of employment (i. a. crowdwork and work on demand via apps). Digital work can be carried out in the form of dependent as well as independent employment. According to the current legal framework, the new forms of work can usually only be classified as self-employed work in the form of 'solo self-employment', despite the fact that platforms use direct and indirect control mechanisms indicating personal or at least economical dependence of the digital workers from the platforms.

The paper investigates the major challenges of the platform economy for social security systems in Germany and analyzes the suggestions of scholars, the state, trade unions and political parties in relation to the challenges. Looking for the adequate responses, the paper attempts to give an answer as to whether digital work is covered by the current German social law and whether it is sufficient to subsume it under the existing employment categories on the basis of the criteria laid down by law and specified by the labour and social courts.

Examining the question, if and which legal reforms and amendments are required, the author concludes that the priority task is to develop new criteria or to interpret the existing criteria for an employment relationship/employment in the light of the new and often subtle control and sanction mechanisms of the platforms. Furthermore, for cases with no personal but only economical dependency from the platform it could be considered to widen the scope of § 12 para. 2 SGB IV (social insurance of independent homeworkers).

**'Much ado about nothing?' How digitalization of working life impacts social security systems – an example from Norway and Sweden**

MR Hack

The digitalization of working life discloses systemic problems that need to be tackled in labour and social security law. There is a need to go beyond the mere analysis of labour law in this regard. Like labour law, also social security systems are still based on continuous work history patterns. But, the future of work in times of digital platforms and sharing economy is supposed to be coined by discontinuity of employment and insecure and precarious working conditions. As a consequence of the digital revolution the number of so-called solo-entrepreneurs/crowdworkers is supposed to increase, be it by choice or rather involuntary. The central tasks is to unveil the existing deficits de lege lata when it comes to social security coverage for this group of 'workers' and develop de lege ferenda solutions on how to re-design the social security system in order to meet the challenges of the 21. Century. This will be the paper's main focus. The very basis of the social security systems is at stake. In this context it is essential to evaluate in how far an increase in risk-shifting from employers to the individual (crowd-)worker takes place. It has to be kept in mind that increasingly the society as such via the social security system might fill in, which in the long run might threaten the balance of the social security systems. Consequently, an erosion of social solidarity might take place. In view of that the central research questions are the following:

Are the Nordic welfare systems like Norway and Sweden with an almost universal coverage better prepared to tackle an increasing number of solo-entrepreneurs than contributory social insurance systems linked to a labour relationship (e.g. Germany, see abstract by Olga Chesalina)? Is there a loophole in the social security coverage for crowdworkers, e.g. coverage when it comes to unemployment or in the event of sickness? If with in the future the number of solo-entrepreneurs should increase what would the immediate, mid-term and long-term consequences for these social security systems be? What lessons can be learned from a comparative angle by looking at Norway and Sweden? How can social security systems be reformed to be better prepared for the age of digitalization?

| **Overcoming informality and vulnerability** | **Parallel Session 6.2** |
|---|---|
| | **Tuesday 4 July: 13:30-15:00** |
| | **Room IV (R3 south)** |
| | *Chaired by Ekkehard Ernst (ILO)* |

**Socioeconomic Vulnerability and Livelihood Strategies of Street Vendors in Dire Dawa City, Eastern Ethiopia**

EE Dube

The study sought to empirically analyze the socioeconomic vulnerability of street vendors and examine the strategies they employ to earn livelihoods from vending in Dire Dawa city, Eastern

Ethiopia. Dire Dawa is the second largest city next to the capital Addis Ababa and lie on the Addis Ababa-Djibouti Railway line and is the commercial hub in the region. The pragmatist stance informed the choice of mixed methods approach with the compelling need to better understand the problem. Questionnaire Survey was conducted with selected 198 vendors using Time-Location Sampling procedures from six street vending cluster sites and mobile vendors. In addition, key informant interview with selected vendors and responsible officials from various offices and observation have been made. Proclamations, regulations and other secondary documents were also reviewed. The

study used Sustainable Urban Livelihoods as conceptual while the right to the city as a theoretical framework. Using Dabir-Alai's vulnerability analysis framework, an attempt has been made to answer the most important questions: how vulnerable are street vendors of the city and what vendors employ to survive over time in the face of their vulnerability. Vulnerability is found to be higher for street vendors of Dire Dawa as a higher proportion of vendors lie on the high end on the spectrum of vulnerability. A chi-square test was used to establish the relationship between the level of vulnerability and some demographic, socioeconomic and business characteristics of vendors. The Chi-square result at 95% confidence level revealed that the vulnerability of street vendors was associated with age, sex, location, education, migration, frequency of attendance of vending cluster sites and not with the location of vending-whether close or away from the existing market centers. In the face of vulnerabilities vendors tend to combine spatial and temporal strategies to have access to the space where they vend-their spatial capital. At the end the article discusses the implications of the study for proper understanding of vulnerability and the vitality of spatial capital for the livelihoods of street vendors which should be addressed fair and inclusive urban governance involving the street vendors and other stakeholder in the processes of decision making.

**Formalization from the Ground – creating jobs within urban solid waste systems: the case of waste pickers´ cooperatives**

S Dias and L Fernandez

The advancement of neo-liberalism has informed discourses and practices based on the assumption that government authorities should not or are not capable of assuming the main responsibility of protecting people's livelihoods. Individuals and communities are increasingly pressured to rely on their own resources to confront hardships. There is a strong body of the literature on cooperation models between workers, or between workers, employers and/or governments. While cooperatives and co-production models can be often associated with the neo-liberalization agenda as Samson (2015) argues there are also examples of transformative experiences in the waste sector.

In many developing cities, in the absence of municipal recycling systems, waste pickers´ organizations have been formed and have been fighting for integration into waste management schemes. By doing so, they complement the formal solid waste systems with a cooperative one based on recovery of recyclable materials. For instance, in countries such as Brazil, Colombia, Argentina, and India, strong waste pickers' co-operatives have provided jobs and in many cases a decent source of income for their members.

In this paper we draw on findings from a five cities on three continents survey involving 763 respondents, the Informal Economy Monitoring Study, and scholarship on waste governance and co-production with the aim to contribute to the body of scholarship on models of formalization of the informal waste workers. We claim that waste pickers play a key role in urban economies and systems, and their organizations have been able to shape alternatives routes for creation of green jobs and formalization through their struggles for social protection, decent work, and for acknowledgment as service providers in municipal recycling schemes. Cooperatives carry out a social function by avoiding socioeconomic exclusion, they provide a public health service as service providers in urban solid waste systems, and they are key economic actors in the recycling chain.

Given these contributions it is important to analyze waste pickers´ cooperatives under a multidimensional approach and to frame comprehensive policies and regulations that can strengthen coops´ role in furthering decent work. We argue that cooperatives can contribute to decent work by:

tackling social and economic exclusion of marginalized groups; creating ways to extend social protection for informal workers; playing a role in enhancing channels of social dialogue and political negotiations; contributing to rights at work by helping in the mitigation of economically vulnerable and physically risky work conditions, and by being a source for building women's empowerment.

**Value Chain Development and Social Upgrading: A Case of Pakistan Mango Industry**

M Mehdi, C Scherrer , and B Ahmad

Pakistan is a country of over 190 million people and two-thirds of whom reside in rural areas. The agricultural sector is one of the mainstays of Pakistan's economy, contributing 21 per cent of GDP, employing 45 per cent of the country's workforce, and being a major source of foreign exchange earnings. Horticultural crops alone contribute USD 1.91 billion, which is 26 per cent of the total value of all crops and 81.8 per cent of the total value of minor crops. Mango (MangiferaIndica), commonly called 'king of fruits' has a prominent position among the commercial fruits grown in Pakistan. The local horticulture industry in general and mango industry in particular has been going a transformational process from the last one decade under the various development projects using value chain approach. Possibly the single most significant advancement made in the mango industry has been the setting up of modern infrastructure for grading, packing and cool chain logistics, along with quality and food safety management systems, to meet the need of high end consumer need both in the local as well as in the international markets. Under the globalised economy, technological advancement and competitiveness are bringing forth rapid changes in the organization of work and production. A value chain study conducted under an international project, "Decent work in the Global production system" funded by University Kassel Germany, identified various social and economic challenges to upgrade the existing mango value chain in Pakistan. High level of motivation is found along the value chain e.g. growers, traders and exporters, to adopt best practices. However, best practices spread slowly because wages remain low, neglect of health and lack of training of on-farm workers. In addition, regulatory gaps and absence of labor regulations at the farm level as well as other tax and social policies, have also inhibited the rapid expansion of standard forms of work. Overcoming restraints require awareness campaigns at the extensive level in the industry and state support to regulate the social upgrading in changing global competitive environment. The study is further extended to forecast the volume of business associated with the best practices and special upgrading in the improved mango value chain system in Pakistan.

| **Quality of work** | **Parallel Session 6.3** |
|---|---|
| | **Tuesday 4 July: 13:30-15:00** |
| | **Room VII (R2 south)** |
| | *Chaired by Mariya Aleksynska (ILO)* |

**The Impact of Beliefs on Effort in Telecommuting Teams**

K Saral and G Dutcher

The use of telecommuting policies remains controversial for many employers because of the perceived opportunity for shirking outside of the traditional workplace; a problem that is potentially exacerbated if employees work in teams. Using a controlled experiment, where individuals work in teams with varying numbers of telecommuters, we test how telecommuting affects the effort choice of workers.

We find that differences in productivity within the team do not result from shirking by telecommuters; rather, changes in effort result from an individual's belief about the productivity of their teammates. In line with stereotypes, a high proportion of non-telecommuting participants (falsely) believed their telecommuting partners were less productive and consequently, lowered their effort when partnered with telecommuters. Our results suggest that managers should actively engage in disseminating productivity information to their telecommuting team in order to avoid negative effects on productivity.

**The impact of Job Quality on Inequality from 1990 to 2015: a new decent work approach**

A Frontenaud and D Deguilhem

This article proposes an empirical investigation concerning the links between job quality and income inequalities for a range of 114 countries from 1990 to 2015. In a first time, we build an index of job quality available in all countries which corresponds to the ILO's Decent Work Agenda (Working hours and balancing work and non-working life, Security of employment and social protection, Social Dialogue, and Non-standard forms of employment).

The first goal of this article is thus to build a temporal indicator of job quality in the world between 1990 and 2015 (Deguilhem and Frontenaud, 2016).

Following the definition described by the ILO, OECD and European Commission, our job quality index gathers a grid of nine indicators, thus reflecting the multidimensional character of the concept by taking account of the availability of the data in all countries. In order to compute a synthetic index of job quality, we use Principal Correspondence Analysis (PCA) assuming the homogeneity of the variables.

Second, we then inserted the job quality index as an independent variable in an econometric panel data model to test for its relationships with the Gini index.

Following a standard specification where the Gini index is regressed on the logarithm of GDP per capita in constant dollars (2005), secondary school enrolment rate, variables of openness to trade and arable land surface, we found significant correlation among the different econometric specifications using the OLS regressions. In addition, regional dummies for Sub-Saharan Africa and Latin America are introduced in order to take into account the important development gap of these regions.

Finally, we found that the relationship between the index of job quality and income inequality (Gini index) follows an inverted 'U-shaped' curve indicating that countries with that a low degree of effective job quality strengthens inequality whereas a high degree of implementation undermines the value of the Gini coefficient. This article aims to contribute to the decent work analysis in a comparative approach.

**There is no perfect job - let's start improving our jobs !**

A Parent Thirion, G Vermeylen, I Biletta, M Wilkens, and O Vargas- Llave

Building on the 6th European Working Conditions Survey data, 7 indices on job quality are developed and quantified : physical environment, social environment, skills and discretion, earnings, prospects, work intensity and working time quality. When all job quality indices are considered together, 6

cluster of jobs emerge. Each fare a set of specific challenges in relation to job quality, which are going to be presented.

The communication will reflect on,

- public policies to support job quality in each job cluster
- mechanisms to increase the quality of jobs in companies

**The likely success of a new British Standard on diversity and inclusion in counteracting prejudice and discrimination in the workplace**

H Hoel and A McBride

In 2015 the British Standards Institution (BSI) launched BS 76000 Human resource - Valuing people-Management system - Requirements and guidance. The fundamental premise of BS 76000 is that people are inherently valuable – they are an organization's biggest asset and should be treated as such. As a management system standard, BS 76000 provides a framework for any organization to put processes in place that will help catalyse that relationship. To support the practical application of the standard, a set of management Codes of Practice (CoPs) is being developed, the first of which focuses on diversity and inclusion (BS76005) to be launched in 2017. It is the expressed intention that this standard should apply to any organization irrespective of size and operating context. Written in a normative language it provides references to aims, objectives, policies, processes, practices and behaviours that enable organizations to benefit from the opportunities of diversity and inclusion and to influence the behaviours of associated stakeholders through benchmarking. With the International Standards Organization (ISO) currently embarking upon a similar process, it is vital to assess the likely success of such a standard.

It is argued that successful implementation would require the following actions: setting objectives for diversity and inclusion and measuring and evaluating progress; reducing the opportunity for bias to influence decision-making; mobilising resources to target under-represented groups; developing a culture that embraces diversity and social inclusion; and influencing others, e.g. supply chains in the adoption of these actions. In light of this, the presentation will assess the likely success of this standard in counteracting discrimination and prejudice by systematically examining the actions listed above, the rationale for their inclusion and possible barriers to implementation with respect to the following 'headings' or phases: 'getting in'; 'staying in' and 'moving on'. In particular, and central to our assessment and argument, whilst recognising that discrimination may result from prejudice, antipathies or fear, unfair and discriminatory treatment may also stem from cognitive processes associated with categorisation as predicted by social identity theory (Reskin, 2000).

It is concluded that whilst the approach offers great potential, implementation may suffer from competing objectives, lack of commitment from senior management and line-management buy-in, and a tendency to depoliticise the issues under consideration.

| **Regulating informal work and self-employment** | **Parallel Session 6.4** |
|---|---|
| | **Tuesday 4 July: 13:30-15:00** |
| | **Room V (R3 south)** |
| | *Chaired by Juan Chacaltana (ILO)* |

**Urban Regulation and Income Stability for Self-Employed Workers**

S Roever, M Rogan, and C Skinner

Growing levels of income insecurity have become an increasing source of concern in today's changing world of work, posing a challenge to the social contract in many countries (ILO 2016). The relationship between firms and national-level regulations has played a central role, as regulatory change has provided a more enabling environment for firms to hire flexibly, and as firms maneuver to keep jobs informal (Kalleberg 2011). But for self-employed own-account workers, regulation plays a different role, especially when it comes to the local level. This paper contributes to the growing body of literature on urban regulation as it relates to income security for self-employed own-account workers and members of producers' cooperatives.

A focus on own-account workers in a context of urban regulation is useful for two reasons. First, own-account workers represent the majority of the self-employed in many parts of the world, and a substantial proportion of overall employment especially in developing countries. Second, as Fields (2013) notes, the policy options for increasing income stability for self-employed include either moving self-employed workers into wage employment, or finding policies that enhance income stability for self-employed workers in their existing activities. This paper concentrates on the latter.

Specifically, the paper fills a gap in the literature by linking urban regulation and income security with place of work. Analyzing data from a study of home-based workers, street vendors and waste pickers from nine countries, the paper examines the aspects of urban regulation that are related to place of work—whether public spaces or private homes—and shows how urban regulation can not only hinder, but also help these workers generate more stable incomes and operate within a more predictable environment. The paper concludes by revisiting the link between urban regulation to national level regulation as it applies to own-account workers and members of cooperatives.

**Uncovering competing discourses in the governance of informal work in Germany's skillcrafts**

TA Corley

The German labor market has undergone significant changes since reunification in 1989, offering lessons for the governance of work as well as the organization of work and production. Policy and legal responses to high unemployment at the turn of the millennium marked a shift in the country's commitment to combating illegal employment and black work, or Schwarzarbeit. Illegal work in Germany includes many forms that would be considered informal in other countries, and regulatory changes have sparked novel policies and practices that contribute to the ongoing refinement of the boundary between legal and illegal forms of work. Among these changes, measures like the Me, Inc. (Ich Ag) subsidy program produced ambiguous outcomes that resulted in more questions than answers. Other measures like the deregulation of part-time, marginal, and limited-term work, have expanded employment opportunities for the country's workers through the legal legitimation of new employment relationships that some see as precarious. Though enforcement efforts recovered nearly six trillion euro in unreported social contributions and taxes from 2008 to 2015, institutional and organizational field actors have different estimates of whether black and illegal work have changed and in which direction. Exact measures are not possible: black work is difficult to observe due to its hidden nature. Also, different actors have different perspectives on whether policy measures have strengthened or weakened the rights of workers, as each group has found unique methods for addressing increased labor market uncertainty from domestic, regional, and global pressures.

This paper uses institutional theory and the Social Construction Framework to examine the competing and coordinating discourses used by government and organizational actors in the skillcrafts sector through employment-related policies and practices. The Social Construction Framework posits that socially-constructed categories of deserving and undeserving actors affect policy design and implementation. This methodology has revealed competing discourses that underscore differences in rhetoric and framing among actors. These competing discourses have not always aligned with expected political and institutional affiliations, requiring a new analytical approach. This paper proposes the discursive lens approach, which aligns discourse by the ways in which actors construct meaning through social evaluation processes instead of political affiliations or functional roles. This approach can supplement existing measures of social preferences, like polls and predictive modeling, to create better policy outcomes and integrate underlying social factors that drive compliance or resistance with regulatory regimes and policy measures.

**Instrumental Enforcement of Social Regulation in Socialism with Chinese Characteristics: The Social Protection for Informal Sector Workers**

J Jiang, JW Qian, and ZY Wen

Social regulations, together with social benefits, are backbones of modern welfare state. The Chinese government has made several new laws on social regulations, including the Labour Contract Law in 2008 and the Social Insurance Law in 2011, to provide universal labour and social protection to workers. The successful implementation of these social regulations is crucial for human well-being and social solidarity. However, effective policy implementation is extremely difficult in China due to the fragmented authoritarianism in the policy process (Lieberthal and Lampton 1992). In addition, prior studies also reveal the large variation in social benefits resulting in many welfare regions (Shi 2012) and “four worlds of welfare” (Huang 2015). Does similar regional variation exist in the enforcement of social regulations?

The outcomes of social regulation may be a confounded result of many determinants of the state, employers and employees. We find out one novel methodology to address the difficulty in measurement issue by using the informal sector data. There are two main advantages of examining the status of the informal sector in social regulation compliance. First, the variations of the enrollment rate of social insurances are relatively large (varying between 10% to over 80% in the sample of the present study). Second, the informal sector workers are subject to social regulations but the variations of employers’ conditions in regulation enforcement are much smaller compared to the formal sector.

Drawing on a recent nationwide individual-level survey (the China Labour-force Dynamics Survey 2012) and city-level statistics from the China Premium Database, this study examines the enrollment status of social insurances in the urban informal sector in China, across 57 cities. Determinants of enforcement of social insurance enrollments are explored, which include fiscal decentralization and capacity, economic openness, and labour market structure. The paper finds out that local fiscal capacity and the degree of economic openness are positively associated with the enforcement outcomes of social regulation, especially for the pension and unemployment insurance.

This paper contributes to the literature in two ways. The study reveals the determinants of the variation in social regulation, in addition to social benefits. It provides a more comprehensive understanding of China’s fragmented social protection in the era of social policy expansion. More importantly, the study explains the selective and ineffective policy implementation of social regulation

in the contexts of fiscal and administrative decentralization in China. It's an instrumental enforcement of social regulation in socialism with Chinese characteristics.

| GSC3: Promoting Decent Work for Vulnerable Workers in GSCs | Parallel Session 6.5 |
|---|---|
| | Tuesday 4 July: 13:30-15:00 |
| | Room II (R3 south) |
| | *Chaired by Sandra Polaski* |

**Retail Shift: transforming gendered patterns of work in global production**

S Barrientos

The expansion of global retail value chains has significant implications for analysis of gendered patterns of work. Within the retail sector supermarkets, agrifood and manufacturing brands play a central role transforming production, processing, distribution and consumption across developed and developing countries. Global retail, well established in Europe and North America, is rapidly taking hold within emerging economies in Africa, Asia and Latin America. Women are engaged in retail value chains as customers, service providers, suppliers, workers, farmers, smallholders and own-account workers. Retail expansion often involves 'commercialisation' of reproductive activities traditionally undertaken unpaid by women within households, transforming gender patterns of work. Global retail value chains are driving fragmentation of work, with women largely concentrated in more insecure and poorly remunerated value chain segments. At lower value chain tiers women constitute the majority of home-based workers linked to some sectors supplying global retailers.

This paper draws on global value chain analysis, labour studies and feminist political economy to advance a gendered analysis of global (re)production networks (GrPNs). This examines articulations between commercial dynamics of corporate sourcing (by retailers and brands) and societal dynamics of unpaid and paid work (waged labour and home based own account) within emerging economies. It analyzes these articulations as contested processes across geographical locations embedded in diverse social, gendered, institutional and regulatory norms. This provides insights into how social upgrading and downgrading (attaining or not attaining decent work) can play out in diverse ways for different workers (waged and home based).

This frames an examination of comparative case studies from flowers and apparel sourced by retailers in Africa and Asia. A GrPN analysis helps unpack how advance of global retail is transgressing traditional boundaries between women's (unpaid) reproductive work and (paid) productive work, contributing to disruption of prevailing gendered socio-economic norms in many locations. It argues outcomes are shaped by diverse bargaining strategies, often involving multiple local and global actors (companies, trade unions, NGOs, governments and multi-lateral organisations). This is an uneven process, leading to both upgrading and downgrading outcomes for women along retail value chains. The paper considers to what extent global retail expansion compounds gender inequalities and exploitation, or open up channels for better workers' rights, gender equality and women's economic empowerment.

**Wages in Context in the Garment Industry in Asia**

M Van Klaveren and KG Tijdens

This paper summarizes and partially updates the report Wages in Context in the Garment Industry in Asia (Amsterdam, WageIndicator Foundation (WIF), April 2016), and discusses some of its recommendations. The report was the result of a study undertaken for the Dutch Ministry of Foreign Affairs on behalf of the Asian Living Wage Conference (ALWC) held on 25-26 May 2016 in Islamabad, Pakistan. The Ministry asked WIF to provide insight into the cost of living and related living wage levels in the garment industries in nine countries: Bangladesh, Cambodia, China, India, Indonesia, Myanmar, Pakistan, Sri Lanka, and Vietnam. WIF did so supported by an international research team.

The paper goes into the internationalisation of garment production and the current structure of global garment supply chains. A number of factors, including heavy competition, dispersion of orders, slow technological progress and weak governance, prove to be omnipotent in exerting downward pressure on wages and working conditions, yet need to be specified for the countries at stake. On this behalf, the opinions of experts largely from the respective countries played an important part.

The paper briefly explains the methodology of the WageIndicator Cost-of Living Survey and the calculation of living wages for individuals and typical families, with lower and upper bounds, before presenting the main outcomes and placing living wages in context: a. comparing living wages with the prevailing legal minimum wages and wage levels derived from the WageIndicator web survey and various national data sources; b. projecting steps towards living wages against national characteristics: development and structure of the national garment industry; minimum wage legislation; trade union situation; collective bargaining; and compliance.

Concerning wage levels, the research found that the levels of the lower bound living wage for individuals found varied widely compared to those of the minimum and average garment wage levels, from non-existent (Cambodia) or small (Pakistan, India) to moderate (Bangladesh, Myanmar) and large (Sri Lanka, Indonesia, Vietnam). Next, the experts' opinions on the main hurdles for real increases of garment wages as well on the main instruments for bringing living wages closer are presented. Most experts prioritized strengthening national social dialogue and further unionization. The report's recommendations connected with this by stressing the importance of collective bargaining, in particular multi-employer bargaining. A second issue emphasized regarded the relation between improved wages and conditions and upgrading the national garment industry's potential for survival. The paper deepens these two arguments.

**The Sourcing Squeeze and Workers' Rights in Global Supply Chains**

M Anner

Social compliance programs have sought to address workers' rights violations in global supply chains by focusing on the conduct of suppliers. If a factory owner fires a union organizer, fails to pay minimum wages, or orders workers to stay in the factory beyond the limit on overtime hours, the owner has violated the law. Hence, we are able to clearly identify that the proximate cause of the worker rights violations is the supplier's conduct. What are less evident are the underlying causes of these violations. This paper seeks to examine underlying causes by taking a global supply chain approach (Gereffi and Fernandez-Stark 2016; Gereffi, Humphrey, and Sturgeon 2005).

The global supply chain approach assumes some degree of power asymmetry in supply chains. This imbalance is perhaps most noticeable in the buyer-driven apparel global supply chains. This is because on the one end, retailers and brands ('buyers') have increasingly consolidated their power through mergers, acquisitions, and market consolidation (Abernathy et al. 1999; Bonacich and Appelbaum 2000). At the other end, there has been a dramatic dispersion of suppliers across developing countries.

This power imbalance in apparel global supply chains has escalated in recent years, allowing lead firms to lower the price paid for apparel made by suppliers (Anner, Bair, and Blasi, 2013).

To increase sales, retailers also have developed new models of marketing apparel based on 'fast fashion,' which requires shorter production lead times (Taplin 2014). The combination of these recent developments suggests that we can expect a 'price squeeze' in which buyers constantly seek to lower the price paid to the suppliers who make their garments, and a 'lead time squeeze' in which buyers demand suppliers produce their goods in shorter and shorter periods of time.

To explore this argument, I first examine the price paid for imported apparel by U.S. and European buyers since 2000. Next, I examine workers' rights violations in top apparel exporting countries over time using the Labour Rights Indicators (LRIs) of the Center for Global Workers' Rights and the Global Labour University. The LRIs are based on coding nine sources for 108 violations in law and practice (see: http://labour-rights-indicators.la.psu.edu/; Kucera and Sari, 2015). These quantitative findings are complemented by field research and an original survey of factory owners in Bangladesh, which allowed me to explore in detail pricing and sourcing dynamics there. I then trace these dynamics back to patterns of workers' rights violations in Bangladesh.

| **Decent Work in Agricultural Production Systems: An Interdisciplinary Approach** | **Parallel Session 6.6** |
|---|---|
| | **Tuesday 4 July: 13:30-15:00** |
| | **Room IX (R2 south)** |
| | *Chaired by Christoph Scherrer (ICDD University of Kassel)* |

**Women in agriculture – Lack of Access to Assets.**

S Akhtar

"Women are the backbone of Pakistan's agriculture. Around 79 percent of the rural females are engaged in agriculture as against 61 percent of rural men. Based on field work, conducted in 2015 and secondary sources, the chapter identifies the decent work deficit among women in agriculture with a focus on their main challenges such as lack of access to land ownership, credit and skill development. It also highlights the persistence of patriarchal domination in agriculture. The chapter begins with a brief overview of women's presence in the various agricultural sectors and processes and concludes with some recommendations for improving the situation of women in agriculture. It emphasizes the need for women to organize and for revising agricultural policy with a view on women's role in agriculture".

**Challenges of Linking Farmers to Markets**

M Mehdi

Linking farmers to markets has become an integral part of the development agenda of world donor agencies in developing countries in the current decade as a result of the changes in the competitive environment brought about by globalization. It recognises the need to connect the rural economy more effectively with modern economic processes by building forward and backward linkages with rural producers. These linkages help to define rural development as rural industry development in the context of supply chain management. Under the Australia-Pakistan Agriculture Sector Linkages

Program (ASLP) there is an initiative aimed at developing the Pakistan mango industry, which is one of the major and important industries in the horticulture sector of Pakistan. Various constraints associated with the mango industry development were identified using a rapid supply chain appraisal approach (RSCA). These constraints are being addressed under a project "Optimizing mango supply chain for more profitable horticultural enterprises in Pakistan and Australia", which uses a „whole of chain" approach to development. The study contributed that under the pressure of globalisation the rural industry development approaches adopted in developing countries must adapt in order to improve the competitive performance of the industry, not only at the farm level, but down the stream levels. The presence of a wider representation (middlemen and exporters) in the stakeholder group provided a broader perspective on the planning, execution and review of the industry development activities in terms of focusing these activities on the needs of the entire chain in connection to the consumer need. However, with the different levels of motivation that existed among members of the stakeholder group, this research clearly indicated the importance of identifying members of the stakeholder iii group that are motivated to change. This is one of the greatest challenges for the practitioner to design and implement the rural industry development project adopting a "whole of chain" approach".

**Decency of Primary Occupations in Fisheries Sector in India**

M Rajeev

Industrialization and modernization in Indian fisheries necessitates the move from artisanal to capitalistic methods of production. As this transformation takes place, many artisanal fishers are forced to seek employment on trawlers and other fishing vessels owing to their lack of a capital base to purchase modern vessels themselves. Competition between trawlers can lead to cost reducing strategies that reduce the quality of working conditions for those employed in these vessels. This paper is an attempt to assess the working conditions of these workers through the use of indicators developed by the International Labor Office in the context of Decent Work. By utilizing data collected in the National sample Survey Organization's (NSSO) 68th round survey of Employment and Unemployment, we find that there are some areas in which the decency of work is lacking. The level of job security is highly inadequate among the workers who are employed in fisheries in the country. There is a marked absence of women in the labor pool, especially in unskilled tasks. Child labor, while not a cause for alarming concern, does exist to a minor degree in the industry. Furthermore, freshwater fishing was found to afford lower standards of work than marine fishing. Regulation and policy action are called into requirement by these observations.

**Victims of Cartelization: Small Tea Growers**

D Saha

| Social dialogue, collective bargaining and labour regulation | Parallel Session 6.7 |
|---|---|
| | Tuesday 4 July: 13:30-15:00 |
| | Room VI (R3 south) |
| | *Chaired by Susan Hayter (ILO)* |

**The Cement of Social Dialogue: The Pivotal Role of Trust for the Efficacy of Collective Bargaining Systems**

B Brandl

Previous debates on the functioning of social dialogue concentrated on the analysis of the effects of different institutional and organisational structures and different legal framework. In this functionalistic approach of different structures and legal frameworks little attention has been given on what accounts for the efficacy of these structures and frameworks. In this paper the role of trust between the actors' involved in industrial relations for the efficacy of different social dialogue structures and frameworks is investigated. It is hypothesized that for voluntaristic, coordinated and governed institutional systems mutual trust is the key factor for its efficacy. Furthermore it is hypothesized that some legal frameworks are a substitute for trust. The hypotheses are tested and confirmed on the basis of recent and representative data on social dialogue for all European Union member states. As the question on the role of trust in institutions (re-) entered the political debate in many European countries the article finishes with highlighting the relevance of the results for current attempts to reform industrial relations institutions.

**Renewing the social contract through an active trade union participation: the case of labour reforms in Uruguay.**

JJ Velasco

The nature of the policymaking process (PMP) in Latin American countries changed during the 2000s. In this context, the Uruguayan case highlights the importance of an active relationship between trade unions-government coalitions in implementing and extending socioeconomic reforms. First, the Uruguayan experience brings evidence about how an active partnership between political coalitions and trade unions allows reverting Liberal Market Economies (LMEs) policies towards a more Coordinated Market Economies (CMEs) institutional framework. Second, the Uruguayan case also shows the significance of an active trade unions' participation in the labour policy design and implementation, either in government or in parliament. Third, Uruguay's recent labour reforms, particularly wage reforms, bring a good example of the key role of building institutional infrastructure for facilitating collective bargaining and ensure legal enforcement of labour rights. Finally, labour policy reforms in Uruguay show that an active trade union participation in the policymaking, does not exclude informal workers, contradicting the insider-outsider theory.

To analyse these elements, this study explores political variables discussed in the social policies literature: parties' characteristics, electoral competition and policy legacies. This study argues that "constituency-coordinated" governments are more willing to implement labour reforms due to their relationship with trade unions. Moreover, this research agenda also argues that policy and institutional legacies play an important role, particularly for labour reforms. This study also analyses the impact of other elements discussed in the literature of labour policies: the expansion of labour rights to informal employees such as domestic workers.

**International allies, institutional layering, and the making and decline of labour power in Bangladesh**

S Zajak

This paper discusses trajectories of labour power in the making. Taking a practice theory perspective on power resources, the paper asks how trade unions attempted to use changes in the industrial landscape since the factory collapse of Rana Plaza in 2013 to build the power of labour in Bangladesh. The paper finds that international allies do present novel opportunities for domestic trade union empowerment. The paper challenges assumptions in power resource theories that associational, institutional, and social-cultural power are rather given and identifiable factors, by arguing that trade unions have to co-construct and enact those power sources in order for them to become meaningful. The paper contributes to the debate on workers' agency in the transnational governance of work in global value chains by showing that networked interactions between trade unions and international allies help to construct power in incremental ways through information sharing, complaint-making, protection, and the joint reframing of demands. But it also points out new limitations resulting out of managerial and political resistance, hampering emerging power of labour in Bangladesh. The Bangladesh Accord in Fire and Safety is a double-edged sword in these processes as it on the one hand provides unions with new opportunities for developing strategic capabilities, while on the other hand the Accord is also used by domestic powerful actors to exert additional forms of restrains.

**Between a Rock and a Hard Place: Social Partners and Labour Market Reforms in Greece under Austerity**

H Voskeritsian, A Kornelakis, M Veliziotis, and P Kapotas

Existing literature that sought to examine the recent developments on employment relations in Greece in the context of austerity and the Eurozone crisis (Kretsos, 2012; Wood et al, 2015; Ioannou, 2012; Koukiadaki & Kokkinou, 2016) has not managed so far to provide a convincing account of the social partners' responses to the far-reaching reforms and institutional changes in the labour market during the Greek crisis. While several works broadly agree on the general direction of travel towards 'deregulation' (Ioannou, 2012) or 'deconstruction' (Koukiadaki & Kokkinou, 2016), they do not unveil the fault lines and the hidden fractures between and within peak-level trade unions, employers and policy-makers on the unprecedented agenda of labour market deregulation.

The present article will fill this gap exploiting rich data sources comprising primary documents (position papers, announcements, etc.) as well as in-depth face-to-face interviews with key actors representing labour, business and the state. The fieldwork was carried out in the period June-August 2016 and involved interviews with key representatives of GSEE, SEV, SME associations, and the Ministry of Labour. The thematic analysis will focus on three areas: collective bargaining and minimum wages; employment protection legislation; and policies towards undeclared work. The preliminary analysis suggests that the resistance to deregulation perspective is a simplistic account of this story. Instead, the fault lines between and within social partners have been more nuanced than expected and different actors conceded to the need for institutional recalibration, albeit in different directions.

| Employment and social protection in the digital economy (2) | Parallel Session 7.1 |
|---|---|
| | Tuesday 4 July: 15:30-17:00 |
| | Room III (R3 south) |
| | *Chaired by Jens Schremmer (ISSA)* |

**Cyborg work, inequality and society**

D R Peetz

To date, with technology embodied within capital, advances in new technology have increased the productivity of the organisation by enabling any workers employed by that organisation to produce more good for the same amount of labour. This has enabled the possibility of increases in wages and living standards. Whether the former has occurred has depended on the relative bargaining power of labour and capital.

Developments in robot technology and artificial intelligence are still likely to be predominantly owned by and under the control of organisations, not individuals. But a paradigm shift will occur with cyborgwork— the performance of work or holding of skills related to cybernetic devices in a human, that is, related to technologies that become embedded within the body itself. By this process, increased productivity will no longer be embodied within the technology owned by the owners of capital, the benefits to be fought over with labour, but becomes a characteristic of individuals themselves.

Rather than increasing the power of labour vis-a-vis capital, the high cost of cyborg technology will likely mean the reverse. Costs will likely eventually decline after a technology has been around for a while, enabling access to a wider group, but each time a new wave of expensive cyborg technology will be available, only affordable to an elite few. A small group will be able, by a large margin, to: do better at pre-school and school; gain entry into elite universities; do better at university, at sport, at work or any form of competition; earn more income; and accumulate more wealth. This would greatly reduce inter-generational mobility. Thus the individual ownership of cyborg technology would reduce the power of labour vis-à-vis capital, because it would tighten the reproduction of classes.

The individualisation of technological advances means that less of the productivity gains associated with technology would be available to be fought over for general distribution between capital and labour, and more would be appropriated within a wealthy elite.

The only other people that are likely to be able to utilise cyborg technology are in the technological occupations. This has gender implications, as this group appears to be becoming increasingly male-dominated (unlike most other occupations).

Options for policy include variants on: taxation of wealth and other; more actively redistributive policies; enabling more democratic, actively organised and hence powerful labour; and, perhaps most importantly, regulation of cyborg technology. Key actions would require collective international action.

**Searching for a New Way of Social Protection for Platform Workers in Korea**

D Hwang

On-demand economy or platform economy is usually divided into two types of economic activity: crowdsourcing and local peer to peer service intermediated by digital platform. Crowd work and work on-demand via apps are two types of work corresponding to the two economic activity. In Korea global crowdsourcing is rare because of language barrier and local crowdsourcing is still in infant stage, mostly in design industry. On the other hand, development of local peer to peer service has been related with delivery or transportation, such as motorbike parcel delivery, chauffer service for drunken driver, food delivery, etc. Growth of work on-demand via apps is rather new phenomenon, but they it is regarded as a new type of 'special type worker' in Korea. Special type worker is a Korea-specific classification of independent contractors which include insurance planners, parcel delivery workers, home tutors, caddies, concrete mixer truck drivers, chauffer service workers, etc. Nature of employment relations of special type workers has been a conflicting issue between employers and trade unions. Special type workers has been excluded from social insurances and labour rights except for the work injury insurance for those working in nine occupations which include upper-mentioned jobs under the strong condition of exclusive dependency. However, around just ten percent of target workers are actually covered because opt-out is allowed widely. Korean government proposed a new policy to cover special worker in six occupations under the employment insurance system which provides unemployment benefits, maternity benefits, wage subsidy, and vocational training in Korea. The policy may be regarded as a progress in protecting special type worker compared with work injury insurance since the employment insurance coverage would be compulsory. However, the core problems in protecting special type worker still remain: neglecting any differences among workers in the same occupation and requirement of exclusive dependency. The former easily leads to misclassification of employment status. The latter, be it strong or weak, may become more and more unsuitable for the fragmentation of labour market, which will be exacerbated in the development of platform economy. This study suggests an alternative policy to enhance social protection of special type worker which is based on a more comprehensive approach for wider spectrum of non-standard forms of work in response to the growth of platform economy.

**Right to disconnect: french and italian proposals for a global issue**

M Avogaro

In recent years, the increasing process of digitalization of work has gradually blurred the boundaries between work and private life. Therefore, new issues concerning workers' protection arose. One of the main topics on this matter is related to employees' tendency to utilize technological devices, as smartphones and tablets, to remain "connected" to work outside the normal working time. As to this aspect, the proposed paper will address the debate developed in France and Italy with reference to the introduction of a right (and/or an obligation) to disconnect, in order to protect workers' private life and prevent diseases connected to risk of burnout and the augmentation of stress. First of all, the analysis will be directed towards the preliminary social debate, and the following juridical solutions proposed and developed in France, through the Loi El Khomri, and in Italy, with the law proposals n. 2229 and 2233 of 2016, to introduce a right to disconnect in favour of digitalized workers. The second part of the inquiry will be focused on the positions assumed on this matter by main workers' and employers' organizations of the aforementioned countries, and to their reactions to the initiatives undertaken by legislators, in order to realize a first evaluation of the impact of the legislative solutions proposed. Afterwards, the attention will be directed on praxis and agreements introduced by

collective bargaining of the abovementioned countries, in order to verify whether social partners have been able to find more efficient means to balance work and private life, than the ones suggested by the legislators. The paper, finally, will be aimed to an evaluation of the possibility, in the light of the French and Italian experience, to propose the introduction of an ILO Convention or an ILO Recommendation regarding the work life balance on the age of digitalized work, in order to deal with the right of disconnect from a global perspective.

**Ageing Workers in Europe and the Future of Work**

A Bianco

Work is undergoing technological upgrading and innovation driven by digitization, the so called Fourth Industrial Revolution (Schwab 2016). The technological advancement makes possible to achieve higher levels of economic productivity and to implement the Sustainable Development Goals (ILO 2016). The issue is particularly sensitive, because of the coming impact of technological innovation on employment and the consequential intensified risks of social unrest (Frey , Osborne 2013).

That is the reason why it is extremely relevant to equip people to stay ahead of technological change. To shape and prepare the workforce for tomorrow, the attention has to be posed particularly on educational, training and re-skilling programs.

The major problem is that - in Europe, but also elsewhere - this technological and organizational revolution is likely to be realized with an army of gray-haired workers. The attempt of the German Government to promote a massive increase in the number of young immigrants has prompted strong reactions from the population and the political parties.

There are also the problems related to pension systems. In many European countries - especially those with “pay as you go” systems as in Italy - the retirement age has been increased in many countries. In others, such as Germany, it will be in the coming years. And it is likely that other measures will be added in the future, from the elimination of mandatory retirement after a certain age, to a greater flexibility, beyond a certain age threshold.

It will therefore necessary policies aimed at reskilling, especially for older workers. There will be resistance and difficulties. From this point of view, the permanent training will acquire an unprecedented role in the history of work.

The aim of this paper is to compare the active employment policies towards older workers, undertaken or planned in two countries, Italy and Germany, particularly involved in stimulation programs of the so-called “Industry 4.0”. Particular attention will be given to the recommendations of the European Union and OECD.

| Technology and decent jobs | Parallel Session 7.2 |
|---|---|
| | Tuesday 4 July: 15:30-17:00 |
| | Room IV (R3 south) |
| | *Chaired by Daniel Samaan (ILO)* |

**Digitalization: Recipe or Trigger for Structural Labour Market Problems?**

U Walwei

The future of work is depending on several factors. One of the important determinants is technological change. We observe an increased speed of technological innovation in the area of digital technology which is no longer confined to routine manufacturing tasks but may spread to numerous non-routine tasks.

Although developments in digital technologies have already gained momentum, the main impacts of this new era of technological change are to a large degree uncertain and still ahead of us. In order to deal with the issue, the paper will use the German case as example and reference. The main purpose is not to generate additional evidence on jobs which may particularly be at risk through digitalization. Such investigations have already been done for Germany. The paper will also not carry out new long-term scenarios concerning the implications of the digital revolution on employment.

The paper will, therefore, go beyond these studies. Its main aim is to give at least a tentative answer to the question how far digitalization may induce either a worsening or an improvement of structural labour market problems. One of the general questions in this context is how emerging digital technologies may influence the quality of job matching in the future. The answer may allow a preliminary assessment whether the spread of skill shortages and the persistence of unemployment may either be decelerated or intensified by digitalization. The third structural issue in this context deals with different forms of employment. The paper will ask how far previous shifts towards non-standard work and low-wage employment will probably be reversed or accelerated through the spread of digital technologies.

For each of these structural issues the relevant drivers will be identified. Based on this, possible implications of emerging digital technologies will be discussed. The results of this conceptual approach do not indicate that digitalization will make it much easier to tackle structural labour market problems. By contrast, potential risks may occur in a digital world which - if anything is being equal - can make the handling of such problems even more difficult. Relevant in this context are expectations such as the considerable speed of change, increasing prerequisites to (re-)enter the labour market and lower opportunity costs of market coordination creating new types of employment (e.g. crowd employment).

**Explaining Job Polarisation in Spain from a Task Perspective**

R Sebastián Lago

For long, the consensus has been that most of the recent technological changes have been skill biased, that is complementing high-skill workers and substituting low-skill employees (Katz and Autor, 1999). However, skill biased technological change on its own cannot explain a prominent and relatively recent phenomenon: the decline in the share of middle wage occupations relative to high and low-wage occupations. This phenomenon has been defined as “job polarization” (Goos and Manning, 2007).

The notion that middle-skill jobs have been disproportionately destroyed and that the job distribution has hollowed out in the middle has been identified as a key aspect of contemporaneous rising labour market inequality (Goos et al., 2009, 2014). Therefore, understanding how the employment structure evolves is crucial for governments and policy makers. They need to understand whether the occupational change can transform societies into one with a large middle-class or one where the middle-class is more divided. Furthermore, they also need an accurate understanding on occupational employment in order to anticipate future skills needs and job opportunities.

Despite the importance of this topic, the results of research assessing the existence and degree job polarization in Spain are mixed. Focusing on the Spanish case, this paper contributes to the existing literature on the evolution of the employment and wage structure in four complementary ways. First, we shed some light to the literature on employment polarisation in Spain, providing clear evidence of job polarisation in our sample, confirming that between 1994 and 2008 employment share in Spain increased at the two extreme of the job wage distribution, while it decreased in the middle. We also contribute to widen the literature as long as we are the first ones assessing whether employment remuneration is in line with employment trends.

Second, after classifying the occupations in manual (versus non-manual) and routine (versus non-routine) according to the ALM model, we also enrich the literature exploring the relationship between computer use and routine tasks inputs. Following Green (2009, 2012), we create a pseudo-panel to analyse the relationship between computerisation and routine and we find that technology is significantly negatively related with routine.

Our last contribution consists in investigating the displacement of middle-workers. Taking advantage of the new database, we exploit retrospectives questions on past jobs. We find that middle-skilled workers became increasingly more mobile over time and predominantly shift towards low-skilled occupations, consistent with the ALM predictions.

**Robotics and Reshoring: Employment Implications for Developing Countries**

F. Bárcia de Mattos, S. Dasgupta, X. Jiang, and D. Kucera

The paper examines possible employment implications of the increased use of robots and ITC-enabled automation in manufacturing and service sectors, focusing on apparel, footwear and electronic assembly in manufacturing and retail and aspects of BPOs in services. New robotic technologies are increasingly able to automate work traditionally done by hand in these labour-intensive manufacturing industries. These industries have provided strategic entry points onto global markets for developing countries, as well as employment opportunities for women and youth workers. As the capability of these new technologies expands and their cost falls, there are concerns that production (though not necessarily employment) may significantly shift from developing to developed countries, a phenomenon referred to as “reshoring.” With developing countries increasingly looking to tradeable services as entry points onto global markets, similar concerns apply to such services, for which robots and ITC-enabled automation are also making significant inroads.

Regarding research methods, the paper examines these questions through searches of primarily non-academic sources, including the business press, industry and engineering associations, as well as the producers, sellers and buyers of these new technologies. Most importantly, the method will be based on qualitative interviews with key informants identified initially through desk research, with subsequent key informants identified through snowball sampling. This method will be complemented by available data on employment as well as innovation and diffusion (such as through sales

information). Central to the paper is the emphasis on which groups of workers are likely to be most affected in both positive and negative senses, particularly women and youth workers, regarding both the quantity and quality of employment. The findings of the industry studies will be situated within the broader literature of the dynamics of job displacing and job augmenting technical change (such as via substitution, complementarity, input-output, income and market expansion effects), and so mindful of how the employment implications of robots and ITC-enabled automation can differ at the level of task, firm, industry and at aggregate levels.

**Digital revolution transforming labour market – opportunities for women in India**

S Sinha

Digital technology and globalization has brought in a revolution in the labour market with huge changes in the type of work available, access to work and ways to carry out tasks. Flows of information have increased, newer production hubs have come up and global production of goods and services, particularly digital trade have accelerated. Workers and employers are increasingly getting linked by complex webs of trade and migration. However, there are huge inequalities in terms of opportunities and gains from the digital revolution. There are differences in access to internet and usage of it by gender, rural-urban, education level, income level with the premium mainly accruing to the high skilled and socially and economically advantageous.

In India, there had been significant strides in digital intervention through Digital India initiative, Aadhar (unique identity number), JAM, different ICT initiatives to enhance women's economic autonomy, newer production structure, digital transactions etc. In the labour market in India, however, most of the workers are informal workers. Women are either self-employed (mostly unpaid family workers) or casual workers, working mostly at the lower rung of the occupational ladder as agricultural labourers, family helpers, petty traders, manufacturing outworkers etc. In this context, the paper looks at the gender disparity in access, usage and factors responsible for the digital divide; it studies the changing nature of work and therefore tries to explore whether women can leverage the opportunities, be it trade or manufacturing or financial services, created by digital transformation. The study argues that on the one hand, there are differences in access, however, there are various other factors like inequality in education and professional training, employment, occupational segregation, access to income, asset holding, etc that are responsible for gender digital gap in the country. It shows that with more sub-contracting and shift of work from factory to home, women who are typically employed at the last end of the value chains are bereft of any social security and in survivalist state, rather than growing. They are therefore, likely to miss out the transformational effects that digital technologies are creating, necessitating gender sensitive enabling polices to accelerate the growth process and development of the country. The paper suggests a set of policies so that women in India are a part of and benefit from the digital dividends.

| Uberisation | Parallel Session 7.3 |
|---|---|
| | Tuesday 4 July: 15:30-17:00 |
| | Room VII (R2 south) |
| | *Chaired by Jeremias Prassl (University of Oxford)* |

**The uberization of work and the legal subordination: the Brazilian case**

A.R. de Freitas Júnior, L. Slosbergas, and V.R da Silva

Abstract: The uberization phenomenon, as the best known expression of the so-called platform worker, is now noticeable in several countries and is far beyond an individual private passenger transport company, being present in a number of on demand services, especially those intermediated by apps. The uberization implies the intermediation of the personal delivery of certain services through a platform of a for-profit company. The problem is that the typical subordinate element of the employment relationship, if any, does not seem to be that of the conventional labor law. That is because the company neither imposes time patterns for the provision of the worker's work, nor provides such worker with the equipment to perform the service. Brazil, like other countries with semi-peripheral economy, is holding an intense and unresolved debate on the subject. Brazil has no federal statutory act yet dedicated to the express regulation of the individual passenger transport activity, but some cities like São Paulo, for example, allow the provision of the service by a decree signed by the mayor. The fares charged in Brazil are, generally, cheaper than those of taxis, what makes the public support such competition. Under the labor protection sphere, there is no law or court precedent guiding which rule should be applied and how to qualify this kind of work. This article aims at summarizing the debate held until now and discussing possible trends for the legal regulation of the activity under the point of view of labor protection of the services provider whose work is a source of profit, based on the semi-peripheral economies, focusing on the Brazilian case.

**Worker´s rights at the Uber economy**

A Todolí-Signes

The Digital era has changed industrial relationships dramatically. This has caused a considerable legal uncertainty about which rules apply to cyberspace. Technology is transforming business organizations in a way that makes the employee -as subordinate work- less necessary. A new type of companies "on demand economy" "sharing economy"- dedicated to connecting customers directly with individual service providers are emerging. Thus, these companies develop their core business completely through workers classified as self-employed workers. In this context, employment law is facing its greatest challenge, dealing with a very different reality compared to the one existing when it was created. However, workers still need protection. This study aims to analyse the reasons behind this conclusion and to propose a concreate special regulation for this new workers.

**'Labour Is Not a Technology' – The On-Demand Economy and the Declaration of Philadelphia, Today**

V De Stefano

The idea that "Labour is not a commodity" is a keystone of labour protection and is enshrined in the Declaration of Philadelphia, as a constitutional principle for the ILO. This idea is however undermined by the growth of a wide array of work arrangements that allow businesses to engage workers on a

"pay-as-you-go" basis, hiring and firing them hour by hour or even minute by minute. Crowdwork and other forms of work in the "gig" economy epitomize this phenomenon, which is also common to arrangements such as zero-hours contracts.

This contributes to a commodification of working activities that often goes hand-in-hand with a failure of recognising these activities as "work", being they often concealed behind "catchwords" such as "gigs", "services", "rides", etc. These phenomena can be ascribed to an ideological view of labour as a form of commodity, detached from the human being and apt to be bought and sold on the market as any other good.

This view is by no means novel; it goes back to the contract for renting a slave in Roman law and was transposed in other contracts for renting the activities of one person that were adopted in many Civil Codes of continental Europe at the outset of industrialisation. These contracts were based on the idea that workers could trade their "labour" as a commodity distinct from their human beings, whose price should be only determined by the market, as well as consent to the unilateral control of the employer over the use of this commodity. Labour protection was developed against this regulatory background, to react to its harshest consequences.

Many workers in the gig-economy are however excluded from labour protection, despite them often being subject to stringent managerial control. Their work is extremely commoditized as they are only paid for the moments in which they perform their working activities. Since they are almost invariably classified as independent contractors they are also often banned from organising collectively, lest they be in breach of antitrust regulation.

This presentation will present some strategies to de-commodify these working activities, by regulating the managerial prerogatives of the platforms and recognising the right of these workers to organise, in full compliance with the principle that "labour is not a commodity", as this principle was in fact enacted for the first time in the US Clayton Antirust Act, 1914, a statute aimed at making union activities immune from antitrust regulation.

**Uberisation demystified: examining legal and regulatory responses worldwide**

R Radu

Digital platforms providing on-demand services significantly alter the way in which economic activity is organised and subsequently challenge work-related norms. Beyond the initial hype around the 'sharing economy', the benefits of the wide range of digital models now available need to be closely examined. Uber – an app-based transportation network and taxi company headquartered in California, USA – is a case-in-point here, as its operations worldwide have given rise to a set of controversies and regulatory responses. This paper analyses the totality of court rulings in Uber-related cases around the world, and discusses the legal and policy implications for decent work. Based on a unique dataset of national cases, this study provides important insights into labour disenfranchisement and employment rights.

| Employment relations, collective bargaining and equality | Parallel Session 7.4 |
|---|---|
| | Tuesday 4 July: 15:30-17:00 |
| | Room V (R3 south) |
| | *Chaired by Raphael Crowe (ILO)* |

**Are collective agreements around the world doing their job in increasing equality and promoting work/family balance arrangements? The analysis from the WageIndicator database**

D Ceccon

Women being discriminated because of pregnancy, working parents struggling to find the time to care for kids, employees whose career is spoiled by inequality in training opportunities: all over the world the lives of millions are affected by their working conditions.

The responsibility to provide decent working provisions concerns the governments, in the first place. Ratifying ILO conventions is the first step a country can take in this regard, followed by enacting suitable legal regulations and enforcing those effectively.

However, national labour law is often not sufficient, either because it doesn't cover all of the issues affecting workers, or because it is too general. The role of collective bargaining could then be crucial to improve the effect of the labour law, by giving better provisions, tackling the issues in a more detailed way, and adapting the regulations for the workers of a specific sector or company. But is this really happening? Are collective agreements improving the provisions of national regulations? Where is this tool being used in the most effective way?

This paper strives to answer these questions, focusing in particular on the capability of collective bargaining in guaranteeing equality in the workplace and improving the lives of women workers (and/or other workers with difficult life-work balance conditions) around the world. Gender equality, paternity/maternity/parental leave, childcare provisions, discrimination, and sexual harassment are among of the topics examined in this research. The analysis covers the content of 700 recent collective agreements (valid in 2011 or later) coming from 35 countries in Africa, Latin America, Europe and South Asia. These agreements have been collected by the WageIndicator Foundation and are coded in the WageIndicator Collective Agreements Database.

Clauses related to work and family balance arrangements are common in the analyzed agreements: more than 80% of them have provisions on such topics. Continents and countries address each topic in a different way. For example, in some cases South Asian agreements are more advanced (like in clauses prohibiting discrimination and sexual harassment), and in other instances it is Africa that gives the best provisions, like in paternity leave. Some countries are leading the way – each in a different topic - and could be taken as a model to follow: among others, Costa Rica (breastfeeding breaks) and Indonesia (violence and discrimination, sexual harassment). Data also show that equality issues are not similarly addressed as less than half of the agreements contain clauses about that topic.

**Negotiating Gender Equality through Collective Agreements**

V Schmidt

Inequality of opportunity, treatment and outcomes between women and men still persists in global labour markets. Achieving gender equality in the workplace remains one of the biggest challenges for governments, social partners and management at enterprise level. Gender-based discrimination often

occurs at the recruitment stage on grounds of pregnancy, or potential child bearing and rearing and the gender pay gap remains high across the world. In addition, women are more likely to be affected by violence at work, whether physical, psychological or sexual.

This paper will examine the following research questions: Can collective bargaining lead to improved gender equality outcomes? What are the most important areas that have been addressed through collective bargaining to improve gender equality?

The paper will show that collective bargaining is a particularly effective mechanism for achieving improved gender equality (Hayter, 2015; Wintour and Pillinger, 2016; ILO, 2009). In both industrialized and developing countries, collective bargaining is effective in reducing wage inequalities within those sectors covered by it (Hayter, 2015). Furthermore, countries with higher collective bargaining coverage have narrower gender pay gaps than other countries (Rubery and Grimshaw, 2011). Gender equality will be examined in terms of the gender pay gap, reconciliation of work, family and personal life, addressing gender based violence as well as negotiating agreements covering vulnerable categories of workers.

Based on a qualitative analysis of over 400 collective agreements in particular from the Americas, Africa, Asia and Europe, this paper will focus on how collective bargaining can be used as an effective and inclusive tool to improve gender equality. The paper will also examine the main challenges to the achievement of gender equality through collective bargaining, namely challenges to collective bargaining overall (Visser et al 2015) as well as predominantly male leadership in trade unions.

**Reconsidering Employment Relations Regulation: Internationally Comparative Perspectives — Beyond National Systems**

N Wailes, G J Bamber and D Lansbury

This paper reconsiders the Varieties of Capitalism (VoC) framework in the context of recent employment relations developments at the industry, national and transnational levels. It focuses on outcomes relating to the trajectory of continuity and change within and between national systems, particularly with respect to the incidence of standard versus non-standard employment relationships, the patterns of employer coordination, and the prevalence of outsourcing and organisational fragmentation. Building upon our earlier work and other critiques, the paper identifies limitations within the VoC framework, especially its focus on national systems, and argues that the influence of industries and production systems with distinct regulatory dynamics that are relatively autonomous, but not completely separable from national systems, need to be accounted for more explicitly in studies of internationally comparative employment relations. The argument presented is based on evidence from recent developments in more than a dozen national systems – including liberal, coordinated and emerging market economies – as well as drawing on original research from the airlines, automotive, clothing and chemical industries. This paper aims to develop an internationally comparative approach that goes beyond simple models and that is capable of capturing a broader range of factors that reflect the connections between and within national systems that shape employment relations outcomes.

| GSC4: Roundtable Discussion: Empirical Lessons for Decent Work in GSCs: the Case of Better Work | Parallel Session 7.5 |
|---|---|
| | Tuesday 4 July: 15:30-17:00 |
| | Room II (R3 south) |
| | *Chaired by Arianna Rossi (ILO)* |

**Before and After Better Work**

K Pike

A comparison of three waves of data collection with Lesotho's clothing factory workers between 2011-2015 indicates that Better Work led to steady improvements in health and safety, gender and household dynamics. Though workers reported improvements across a number of compliance areas from 2011-2013, they were somewhat less satisfied by 2015, suggesting that management was reverting to bad habits in certain areas. Faced with the closure of Better Work Lesotho in 2016, workers were worried that conditions would worsen, and were not confident that their unions could help them. This paper highlights the main areas of improvements and persistent problems at both work and home, and articulates a role for trade unions moving forward. Findings are based on feedback from over 473 questionnaires and 47 focus group discussions conducted with 354 workers.

**The Impact of Better Work**

DK Brown

Employing a quasi-randomized controlled experiment, we measure the impact of Better Work. Better Work is a joint program of the ILO and IFC, conducting social audits against core labor standards and local labor law in eight countries. Impact indicators include sexual harassment, verbal abuse, physical symptoms, indicators of human trafficking, wages and hours. Data was collected in five countries; Vietnam, Indonesia, Jordan, Haiti and Nicaragua between 2010 and 2016.

The experimental design involves exogenous variations at two levels. First, factories receive a baseline data collection. Factories are then randomly assigned to a followup data collection that may occur 12 to 20 months later. As a result, factories with a longer gap between an assessment and a data collection have greater exposure to the Better Work treatment.

Second, factories are access approximately annually. However, as a matter of practices, an assessment may occur between 11 and 15 months after the last preceding assessment. Assignment to the position in the time interval is not predicted by the firm being assessed and so is taken as random from the perspective of the factory. Data collections in an interval will include some factories who have received their due assessment and some who are not.

Positive and significant program impact are found for verbal abuse, sexual harassment, wages, hours and indicators of human trafficking.

**Putting the Public back into Private Governance – the importance of institutional context and public policy for private labour governance**

J Stroehle

Economic globalization and the organization of production in global production networks (GPNs) create significant challenges for the goal of securing global labour standards. The struggle for decent work is particularly strong in GPNs of the garment, apparel- and footwear industry due to

decentralized production, labour-intensive, manual work and strong international market pressures. Since the beginning of the 21st Century, the number of private governance initiatives to tackle labour violations in GPNs has grown exponentially, the extent of their impact and success however remains contested. Widely accepted on the other hand is the notion that the impact of private governance relies on factors of local embeddedness (Coe, et al. 2008). Whereas many qualitative studies have found that the local institutional and regulatory environment is highly decisive for a governance-program's success, only few quantitative, cross-country comparisons have been made. This paper analyses the variation of labour violations over a six-country, eight-year time series of roughly 3000 audits from the ILO's Better Work program. Although exploring a small set of countries, the paper shows how four different roles of the state (as institutional environment, facilitator, regulator and social provider) bear different importance for global labour compliance in general and for specific standards. The latter allows interesting insight into the degree to which certain public and economic structures obstruct or stimulate compliance of different standards to different degrees. The paper thus contributes to the discussion on differences of institutional tangibility in global labour standards and discusses the "if" and "where" private and public governance of labour standards are complementary.

**Public Disclosure and Factory Compliance**

R Robertson

The Better Factories Cambodia program shifted from relatively closed factory audit reports to making the audit reports publicly available. Several economic theories suggest that public disclosure affects performance. Using a panel of apparel factories in Cambodia that participate in Better Factories Cambodia, we test the hypothesis that public disclosure was followed by a change in compliance behavior. The results suggest that the change was anticipated and that compliance did exhibit a statistically significant change.

| **Decent Work and Global Industrial Relations** | **Parallel Session 7.6** |
|---|---|
| | **Tuesday 4 July: 15:30-17:00** |
| | **Room IX (R2 south)** |
| | *Chaired by Vincenzo Pietrogiovanni (Lund University, Sweden)* |

**Decent work through improved industrial relations - hurdles and hope in a global labour markt**

A Inghammar

The globalized and regionalized labour market has brought about significant scrutiny on how to organize not only labour regulations and legal provisions, but also industrial relations for the development, enforcement and monitoring of working life provisions and agreements. There has been an outspoken need to understand the recent situation and to structure a theory of maintaining established regimes in countries of more developed labour models. This situation has left worker movements, politicians and academics partly conserving previous structures, partly crying over the more recent development. This article discusses the ambition to refocus such efforts to progressive and novel sectors and areas of the World, and monitors recent years corresponding evolution of labour market progress – despite the common understanding of decline and despair. Labour reforms in global supply chains, largely supported by the ILO, but also by emerging understanding in companies

and by consumers across the Globe. While previous understanding of labour market reform was predominantly an "in-labour" affair, the future understanding the solutions, the paper argues, is substantiated through a combination of actions by human rights bodies, global and local collective bargaining, corporate social responsibility and national as well as regional regulation.

**Decent Work and Global Industrial Relations: what's going on in EU?**

C Spinelli

In recent years the European Social Model has faced a progressive decline. At the same time, EU Transnational Collective Agreements have developed as a form of spontaneous social dialogue, mainly focused on extending fundamental labour rights. Since 2015 the EU Commission has started a critical reflection on relaunching social Europe, that has led to the presentation of the European Social Pillar.

This paper intends to explore the outcomes of this new EU strategy on social rights with respect to alternative proposals which are emerging in some EU Countries.

**Global Collective Agreement And Impact On Industrial Relations**

F Pereira

Global Collective Agreements (GCAs) are, as the name indicates, agreements negotiated between multinational enterprises (MNEs) and global union federations (GUFs) aiming at the establishment of minimum labour standards, applicable to all of a MNE's worldwide operations. As frameworks of principle their basic content refers to the four core labour standards within the 1998 ILO Declaration on Fundamental Principles and Rights at Work. Despite variations in the content, more and more agreements refer to the supply chain and it is generally recognised that such references are a key component of an agreement's effectiveness.

Divided in four parts, this paper starts by providing an overview of GCAs' emergence and content. Subsequently, it concentrates on Inditex's GCA, the first agreement in the garment sector. Hence, the second section of the paper examines the content of Inditex's agreement, giving an emphasis to its collaborative character. The third part looks into the impact of the agreement in Portugal, one of Inditex's key producer countries. In particular, the manner in which two child labour cases were handled is compared. Lastly, the paper explains how GCAs impact extends to both developed and developing countries and what can be concluded from the example provided. Considering GCAs' can have a more direct effect in developing countries, this paper also provides issues to reflect in further research.

GCAs' negotiated character, along with the recognition of GUFs as legitimate workers' representatives are distinctive features and create a collective ownership that is lacking in other social regulation instruments. Possibly, GCAs' greatest impact concerns the regulation of supply chains. Through GCAs, MNEs commit themselves to respect the rights of workers that are not directly employed by the enterprise. Still, the industrial relations environment in the implementation country is crucial in an agreement's effectiveness.

| Shifting working times: paid and unpaid work | Parallel Session 8.1 |
|---|---|
| | Wednesday 5 July: 9:00-10:30 |
| | Room III (R3 south) |
| | *Chaired by Corina Rodríguez (University of Buenos Aires)* |

**Paid Unpaid Work Within The Interactions Of Social Hierarchy: A Study Of Rural India**

S Kanjilal

Both paid and unpaid work contribute to the realization of human potential. In these two domains of work, men´s and women´s roles are generally very different . Unpaid work is shaped by gender relations as they intersect with class, race, ethnicity and sexuality. Gender relations are the result of the way social processes act on specific biological categories and form social relations between them. The nature of such associations; which embodies the power relations between men and women is not easy to grasp in its full complexity. One way of thinking about this is within the analogy of the production process. The paper has made such an endeavour within the usual framework of 'social stratification' employed to understand gender relations. The major forms of stratification occur around class, caste, ethnicity and gender. The paper has tried to explain the transformation in gendered relations to employment and their consequences, in the Indian economy. Considering the Employment-Unemployment Survey data of the National Sample Survey Office for the years 2004-05 (61st Round) and 2011-12 (68th Round) the research has explored the gendered relations in the employment patterns and has tried to establish if there is a reshaping of the work/life relationship due to broader changes in social position of women and men. Analysis is confined to the working age population of 15-59 years. The study is based on secondary data and the emphasis is not only on the measurement of quantitative variables but also on the interactions between various qualitative, socio-economic and cultural dimensions (using intersectionality as advocated by Crenshaw, 1989) which have an implication on labour supply decisions. Logistic regression methods have been used as the variables can be continuous and categorical. Analysis shows that the overlap of class, caste and religion manifest multidimensionality in the participatory process in employment. The importance of economic class is overwhelming for men whereas that is not the case with women. The type of work that women perform (paid or unpaid) plays a stronger role in determining their extent of participation in the labour force. Relegation of women to unpaid work including care work, is the key driver of inequality. Social and cultural factors remain the principal driving forces of keeping women outside the labour force. The overall picture that emerges is one of greater disadvantage for women workers in general and those belonging to rural areas.

**Why without pay? Linkages between Women's Unpaid work, Education, and Economic Growth in India**

F Pattanaik and Mr Singh

Unpaid work is an important aspect of productive activities and an indispensable factor contributing to the well-being of individuals. Though India has moved to a new growth trajectory in last two decades, there is an overwhelming concern over poverty, unemployment, declining female labour participation and increasing unpaid workers. As work is often the only source of income, mostly women are engaged in unpaid work for their own households or for others which comprises productive activities outside the official labour market is rarely get due recognition for their

contribution to economy. Therefore, it is important to find ways and means of transferring such activities into productive activities. This study estimates the magnitude of the unpaid workers and attempts to identify the factors accountable for unpaid work and further it explores the linkages between the unpaid work, education and economic growth in India and also across its major states. The data used for said purpose are taken from NSSO from 50th, 55th, 61st and 68th rounds of surveys and cover the period from 1993/94 to 2011/12. The study reveals that, unpaid women worker has increased significantly both in rural and urban India despite of the high economic growth in last two decades. To bring out economic effect of gender justice and gender discrimination in roles and responsibilities in the households and measures the burden of women for unpaid household works, results show sixty percent female labour are involved in unpaid work whereas, men's contribution is just three percent. This study identifies that there are multiple factors (i.e. educational status, economic status, type of domestic works, family size, and migration) responsible for growing unpaid workers in the country. There is a large degree of variation in the magnitude of unpaid workers across the states because of strong diversification in development levels and dynamics, labour market performance and institutional settings, structural characteristics and their interactions. Further, while examining the relationship between the economic growth and women's economic activity, results reveal that, it is not economic growth but rather the structural composition of economy that is relevant for women unpaid work. A new strategy of inclusive growth is necessary, that considers unpaid work as the single most priority.

**Flexible working, increase in work intensity and the role of gender and parental status in the UK**

H Chung and M van der Horst

Flexible working is increasingly being used as a strategy to balance work with family life and at the same time increase workers' productivity. Studies have shown the potential impact flexible working can have on work-life balance, and parental time spent with children. One aspect of flexible working that have not received as much attention is the tendency for the flexible boundaries to expand work domains. This phenomenon has been coined 'the autonomy (-control) paradox' (Mazmanian et al., 2013; Putnam et al., 2014), where the more autonomy and freedom workers have over their work, the harder they work. In fact, more recent studies on flexible working has linked it with increased working hours (Noonan and Glass, 2012), overtime (Lott and Chung, 2016) and work intensity (Kelliher and Anderson, 2010). Further, previous studies demonstrate that flexible working arrangements are used, and expected to be used, for different purposes depending on the workers' gender as well as parental status (Brescoll et al., 2013; Munsch, 2016). Thus we can expect the association between flexible working and its consequences on work intensity to be shaped by gender and parental status. Thus, this study examine the association between flexible working –namely flexitime (flexibility in the timing of work), telework (flexibility in where work is carried out), and time autonomy (control over timing of one's work) – and overtime/working hours in the UK using the Understanding Society data from 2010-2015. We use panel regression models to see how changes in flexible working leads to increase or decrease in working hours and overtime.

| Strengthening labour standards | Parallel Session 8.2 |
|---|---|
| | Wednesday 5 July: 9:00-10:30 |
| | Room IV (R3 south) |
| | *Chaired by Geoff Giudice* |

**Strengthening Participatory Approaches to the Enforcement of Employment Standards in Ontario, Canada**

M Thomas, K Mirchandani, S Condratto, M Steedman, G Akkaymak and P Hira-Friesen

Although the enforcement of employment standards is generally conceptualized as the responsibility of the state, in fact, a number of state-based and non-state-based actors participate at different levels in the process of ensuring that the law is adhered to. Set in the context of an ongoing crisis of employment standards (ES) enforcement created by a 'mismatch' between traditional state-directed enforcement strategies and the structure of industries where noncompliance is most problematic, this paper considers the potential for forms of participatory ES enforcement to counter conditions of precarious employment. The paper takes into account the involvement of a range of actors in the enforcement process, including government agencies and representatives, workers, and community groups. Forms of participation in ES enforcement – particularly those that involve non-state actors – are considered in terms of their capacity to create alternatives to both individualized complaint-based enforcement mechanisms that fail to counter the inherently unequal power relations of the employment relationship and 'top down' enforcement strategies of state regulators that accord workers a passive role in the enforcement process. Based on research conducted on ES enforcement in the province of Ontario, Canada, the paper outlines forms of participation in the enforcement process, beginning with ways in which the Ontario Ministry of Labour (MOL) both shapes and participates in the enforcement process. The primary form of worker participation in the enforcement process – the individualized complaints system – is also examined, with a focus placed on the factors that mitigate against meaningful worker participation. Using examples from Sudbury, Windsor, and Toronto, forms of participatory enforcement that involve community organizations acting in support of workers are then considered, highlighting methods of participation including advocacy, legal assistance, labour rights education, assistance with claims, and community organizing. The paper concludes by assessing the potential for a model of participatory enforcement capable of addressing the ongoing crisis of ES enforcement.

**How many countries do have a statutory minimum wage?**

KG Tijdens and M Van Klaveren

ILO Conventions C026 and C131 challenge countries to implement minimum wage-fixing mechanisms. In 2015 C026 had been ratified by 104 and C131 by 52 of the 186 member countries. However, no data discloses how many ILO-members have implemented a statutory minimum wage (SMW). This paper adresses four questions: how many countries do have a SMW? How many apply differentiated MWs? How many set MW by Collective Bargaining (CB)? And how many have neither of these? On this behalf we merged 12 databases with information about MW fixing mechanisms and MW coverage (Eurofound, ICTWSS, five ILO databases, MACHequity, three WageIndicator databases, WorldBank). They vary regarding years and countries covered and characteristics coded. Europe and Latin America were best represented, and Oceania least. The merged database includes information about 195 countries for five years (2011–2015).

We composed a harmonised database comprising 97 countries with data covering all five years, and found that between 2011 and 2015 the percentage with a SMW policy had increased from 92% to 94%. According to the merged database (195 countries) between 75% and 93% applied a MW-fixing mechanism in at least one year. C131 is ratified by 52 ILO-members only, but many more have a SMW policy in place.

When defining a differentiated MW as covering the dependent labour force partially, data for 48 countries (OECD and few others) indicates that 15% applied such a MW. When defining MWs as applying varying rates, a database comprising 76 countries with a SMW reveals that 53% applied such rates. Most breakdowns were by industry, followed by geographical areas and occupation. Interestingly, countries with differentiated MWs tended to mimic CB outcomes.

MW-fixing through CB proved to be predominantly a European phenomenon covering 12 countries in 2011 and 10 in 2015. According to the harmonised database (97 countries) this was in other continents only noticed for 4 African countries. All countries without a SMW relied on CB. The year with most data in the merged database is 2012 (175 of 195 countries). In that year, 24 countries had no SMW, of which a majority had SMW through CB and a minority no SMW at all.

Clearly, the absence of a single institution responsible for collecting MW policies and rates so far has impeded the production of regular and adequate wordwide overviews. The paper ends with a plea for such an institution.

**Bridging the past to the future: The role of the Standards Review Mechanism in ensuring coherence within the International Labour Standards system**

L Tortell, TZ Shroff, and CF Fenwick

Much of the discussion surrounding the future of the transnational governance of labour is focused on responding to the recent political and economic challenges facing labour law through regulatory innovation. This paper offers a view of a complementary facet of labour regulation – that of the review of existing labour laws rather than the making of new ones.

Drawing on the experience of the International Labour Organization's (ILO)'s Standards Review Mechanism Tripartite Working Group (SRM TWG), this paper will analyze its functioning as a political process in the updating, monitoring and revision of the body of International Labour Standards.

Rapid changes in the global economy since the ILO's establishment have necessitated frequent policy and legal responses to the changing world of work. Given this context, the ILO revises the instruments it adopts, and is the only international norm-setting body to do so (1). Most recently, with the coming into force of a constitutional amendment, the Organization is empowered to abrogate obsolete conventions that have lost their purpose (2). Active involvement in this area over the span of a century has led to the evolution of a large body of ILO standards, with some inevitable fragmentation and overlap.

The SRM TWG was established in 2015 and has started working towards maintaining a coherent and up-to-date policy framework ensuring clarity, consistency and transparency within the ILO's standards system (3).

Through an analysis of select examples of recommendations resulting from the SRM TWG, we propose:

i. Identifying the learning from the SRM TWG's approach, both in terms of its contribution to outcomes and to enhancing the legitimacy of this mechanism for international labour governance; and

ii. Contrasting the experience of reviewing international labour standards and identifying those that are out-dated, with that of the adoption of new standards, identifying patterns of path dependence in the ILO's approach to labour regulation.

This analysis will seek to inform the functioning of the SRM TWG, and more broadly the ILO's norm-setting and monitoring activities.

(1) Swepston, L. (2005) 'Adoption of Standards by the International Labour Organisation: Lessons and Limitations'. Geneva, February 13-14, 2005.

(2) ILO: Constitution, art. 19(9)

(3) ILO: The standards initiative: Terms of Reference of the Standards Review Mechanism Tripartite Working Group, GB.325/LILS/3, Appendix, para 13 (a) – (f)

| **Non-standard work** | **Parallel Session 8.3** |
|---|---|
| | **Wednesday 5 July: 9:00-10:30** |
| | **Room VII (R2 south)** |
| | *Chaired by Uma Rani (ILO)* |

**Precarious work and employers - The missing link**

A Koukiadaki, A Trif and M Kahancova

The academic debate concerning precarious work has been predominantly one-sided: while significant emphasis has been placed on the approach and strategies of trade unions, not much attention has been paid on other institutional actors, e.g. employers' associations and individual employers. However, employers are responsible as the core agents for deciding on the terms of employment engagement and it is employers' selection, investment and retention decisions that create segmented or divided labour markets (Osterman 1984, 1994; Rubery 1978, 2007). This is even more so in times of crisis, where it has been shown that the initiative in industrial relations shifts even further to employers (Strauss 1984). Against this light, the paper examines the approach of employers and their associations towards precarious work in Europe. Drawing on new empirical material covering nine Central and Eastern European countries and Greece, the analysis addresses the role of employers and their associations as key agents responsible for policies and practices affecting the nature and extent of precarious work. To do this, the paper draws on interviews and documentary data in the metal manufacturing, healthcare, retail, construction and temporary agency work sectors in the following countries: Czech Republic, Greece, Hungary, Latvia, Lithuania, Poland, Romania, Slovakia and Slovenia. Informed by an actor-centred perspective, the analysis concentrates on four inter-related areas: the rationales behind the development of specific approaches vis-vis precarious work, the objectives sought by employers and their associations, the instruments used to reach these objectives and the impact of these on the nature and extent of precarious work in these countries since 2008. Our findings confirm that the structural and policy-level developments during the crisis labour have shifted the initiative in industrial relations from unions but also employers' associations to individual employers by widening their prerogatives to influence the extent and level of wages and employment

conditions. In light of these findings, it is argued that a re-calibration of the role that employers and employers' associations may play in labour market regulation is needed away from precarious work and towards instead the re-mutualisation of the risks inherent in the employment relationship.

**Chances and limitations of normalisation of non-standard employment. The case of Poland**

K Muszyński

After the economic crisis, Polish government has allowed non-standard forms of employment to rise as a substitute for liberalization policy, somehow similar to the Thelen's (2014) conceptualization of the „institutional drift"/„dualization" policy characteristic for the coordinated market economies. Polish labour market has become one of the most segmented among developed countries, with ca. 30% of workers on temporary contracts, including 6-7% on civil law contracts („CLCs"; they are outside the scope of labour law protection and only in a very limited extent are framed within social security system), and additional 20% of workforce being self-employed. Non-standard contracts gained popularity due to: relatively strict definition of employee that exists under Polish labour law; huge leverage that employers have against employees; weak trade unions and surveillance mechanisms; general institutional weakness; huge tax wedge on low-income work (highest among OECD countries; OECD Taxing Wedges 2016).

Non-standard work has become a major societal-political issue. Polish governments (both centre-liberal government of Civic Platform and right-wing government of Law and Justice) have reacted to it in a very interesting fashion. Instead of regular measures, such as strengthening surveillance mechanisms, relaxing the labour law notions of employee or flexibilising the rules in order to „standarise" non-standard work, it aimed at its „normalization", very often taking shape of introduction of mechanisms that were previously not existent (such as hourly minimum wage). In 2014, contracts for mandate (the most popular type of CLC), which were outside social security protection (which meant limited access to unemployment benefits, pension, and healthcare system), have been introduced into social security. In 2015/2016 an hourly minimum wage has been introduced for the CLC workers with contracts for mandate and the self-employed. Concurrently CLC workers and self-employed, as a result of 2015 Constitutional Tribunal judgement, have been allowed to join and establish trade unions. As a part of normalisation strategy, there are plans to introduce universal healthcare paid from the budget instead of the existing one based on healthcare insurance contributions.

As a result, „normalised" non-standard civil-law based forms of employment are emerging as an alternative for labour-law based forms of employment. The paper will discuss the benefits of the „normalisation" policy (such possibility to re-structure path dependent mechanisms; go beyond subordinate work as indicator for protection etc) and its limitations (such as stability of work etc).

**Does subcontracting create dynamic entrepreneurs or exploited workers? Remarks from a South African case study**

N Pons-Vignon

The rise of precarious work has become a dominant feature of the neoliberal order, in the Global North as well as in the Global South. Attempts to portray insecure employment as an opportunity for dynamic agents to 'do their own thing' have been recycled by proponents of neoliberalism, from De Soto's glorification of the informal urban economy to the recent 'uberisation' of service employment. Yet, in a context where trade unions have often not been able, or willing, to organise on the (growing)

'margins' of their core sectors, such perspectives have gained credibility and even popularity, for instance among 'third way' politicians such as E. Macron in France. In the Global South, the promotion of small enterprises has become a leading donor instrument to promote growth and reduce poverty.

This paper will draw on a case study of South African forestry to assess the validity of claims that present micro-entrepreneurial opportunities as a positive response to problems such as rural poverty and unemployment. The growth in entrepreneurial opportunities has been a direct consequence of the restructuring of productive organisation; previously integrated 'from stump to mill', commercial forestry has been split from the 1980s. Lead producers, called grower-processors (GPs), have outsourced most of the forestry activities (while retaining control of downstream processing) to a range of contractors recruited among their managers. In response to growing cost pressures linked to a 'race to the bottom' approach by GPs, contractors have in turn subcontracted many parts of their work, thus creating space for many small-scale (often black) participants in production. Many of the latter operate in what some call 'the informal economy', meaning neither their business nor their workers are registered.

The analysis of the contractual and employment relations in forestry production gives a number of surprising results. First, the economic benefits of restructuring to the sector as a whole have been elusive, leading some GPs to consider re-insourcing – although they have ended up opting for mechanisation instead. Secondly, the consequences of restructuring have been particularly harsh not only for workers but also for many contractors, especially the smaller ones. These results, which confirm those found in many other cases of restructuring, suggest that the positive spin on subcontracting conceals a different reality: that corporate restructuring entails the illusion that commercial relations have replaced employment ones, thus blurring lines of operational responsibility and undermining the potential for labour organising.

| **Assessing the effects of supply chain regulation** | **Parallel Session 8.4** |
|---|---|
| | **Wednesday 5 July: 9:00-10:30** |
| | **Room V (R3 south)** |
| | *Chaired by John Howe (Melbourne Law School)* |

**Labour Conditions in Global Value Chains in India: The Case of Handknotted Carpet Manufacturing Cluster**

AK Giri

Does the insertion of cluster into the GVC ensure 'decent work' for all the workers, and does the implementation of codes of labour standards by the lead firms result in 'social upgrading' of the workers in the cluster? This study addresses this issue by taking the case of Bhadohi-Mirzapur industrial cluster in India that specialises in the production of hand-knotted carpets and is inserted into the GVC since the beginning of the British rule over India. In order to improve the working conditions of workers four codes of labour standards or 'social labels' have been implemented since the mid-1990s in the cluster. Apart from assessing labour conditions in the cluster, the study also profiles the socio-demographic characteristics of workers in the workers. This study uses an integrated approach by drawing insights from vertical and horizontal governance literature.

This study seeks the answer of the questions by undertaking an extensive fieldwork in the Bhadohi-Mirzapur hand-knotted carpet manufacturing cluster. The study employed mixed methods approach – a mix of quantitative and qualitative methods – to explore labour conditions in the cluster.

The production of carpets in the cluster is 'socially embedded'. Majority of the weavers belonged to the lower sections of the Hindu society. Many thekedars came from the same social milieu as the weavers. The study finds low prevalence of child labour, but finds carpet workers to be adversely incorporated into the GVC. As many as fifty per cent workers are found to be working poor and very large prevalence of neo-bondage among the workers. Neither the implementation of social labels nor the plethora of state laws and schemes resulted in their considerable social upgrading. The little social upgrading that has occurred is the result of active 'workers' agency' and breaking up of age old informal institutions. The study not only holds responsible the carpet importers, exporters and thekedars for prevalence of deplorable working conditions of carpet workers but also the state. The study ends by suggesting some measures to improve the workers' conditions of workers in the cluster. Among others, it exhorts the workers to form an association to concede concessions from the capital.

**Between Lead Firms and Institutional Ensembles: Labour and Safety Practices in Bangladeshi Garment Export Factories**

SJ Frenkel, K Rachman and S Rachman

The tragic 2013 Rana Plaza building collapse in Bangladesh represented a focusing event (Birkland, 1998) that galvanized key transnational and national stakeholders into developing and implementing policies aimed at improving factory safety in Bangladesh while being cognizant of the need to uphold related international labour standards. Drawing mainly on a survey of 50 Bangladeshi garment factory managers part of a larger project that includes lead firms based in Australia, Germany, the UK and Sweden we investigate three aspects of contemporary supply chain governance. These are: 1) relationships between lead firms, mainly based in the developed countries, and factory management regarding business in general and labour standards in particular; 2) factory responses to a new institutional ensemble of organizations requiring improvements in building safety; and 3) relationships between factory management and employees, both in terms of procedural (worker representation) and substantive (pay and working conditions) aspects. While progress had been made in improving building safety and lead firm-factory relations appear to be positive and durable, questions remain regarding treatment of employees.

**A case for an integrated monitoring process: The role of Business, State, Unions and Civil Society in the production monitoring process**

P Bopaiah and S Pellissery

There are many existing laws that govern the labour issues in a global supply chain industry, however the monitoring and implementation of these laws remain the central issue. Despite the presence of state labour laws, business operating procedures, union guidelines and international standards, these provisions continue to be actively circumvented using the 'gig economy' to its advantage. There is a disproportionate influence of the business operators into state regulations, implementation and monitoring procedures. Based on empirical studies done on working conditions of garment workers in Bangalore, the paper will examine the various ways in which the 'contract labour' is exploited, coerced to work under unfavourable conditions, with the increasing threats of job insecurity in an uncertain economy. The study outlines steps taken by contracted businesses operators to exploit labour, restrict union related activities and yet manage favourable audits. The state labour

departments are found to either collude, be apathetic to the concerns or seriously lack resources to effectively deal with the situation. The studies also finds the global organisations complicit in this process in that they seldom go beyond the carefully orchestrated audits. This study proposes strengthening of monitoring systems in collaboration with the direct involvement of the unions and civil society into the monitoring process.

| GSC5: Roundtable Discussion: Rising Powers, Labour Standards and the Governance of Global Production: Findings from China, Brazil and India | Parallel Session 8.5 |
|---|---|
| | Wednesday 5 July: 9:00-10:30 |
| | Room II (R3 south) |
| | *Chaired by Julia Lear (ILO) / Colin Fenwick (ILO)* |

**Rising Powers, Labour Standards and the 'Social Contract': Comparative evidence from Brazil, China, and India**

K Nadvi and P Knorringa

The significance of emerging economies, such as China, India and Brazil, is well recognised. China has is the 'factory to the world', the leading global manufacturer of various products. India too is a major global player, in the traditional textiles and garment industry and the fast expanding information technology (IT) and IT-related services sectors. Meanwhile, sustained economic growth in Asia has spurred demand for primary commodities. Thus, Brazil is one of the world's leading suppliers of various primary commodities, from sugar, soya, meat, leather, fruits to minerals. Rapid economic growth has led to significant growth in domestic consumption and the emergence of an affluent middle class in China, Brazil and India. Many of these developments have been well studied. What is less well known is how these quite divergent economies, or 'Rising Powers', engage with and potentially shape debates around labour standards in global production. This paper addresses this gap and considers how public labour regulatory frameworks and private initiatives around labour standards in the countries have evolved. The core argument made is that the nature of engagement around labour standards is highly differentiated, and reflexive of the ways in which the 'social contract' on labour has been shaped in these countries. The paper draws on secondary evidence and on extensive primary interviews undertaken with state, civil society and corporate actors in Brazil, China and India.

**Global Recession, China Dream and Striking Workers: the political economy of labour relations in China**

C Chan

This paper adopts a political economy approach to demonstrate how local state, trade union, global capital, workers and pro-labor civil society interacted to shape labour relations in China from 2008 to 2017. A historical comparative method was adopted to analyze the historical trend and compare the period of 2008 to 2012 and 2013 to 2017. Within this decade, China has experienced changes on two fronts: economically, from export-driven high GDP growth to factory closing down, FDI withdraw, and the promotion of innovation and upgrading in industry; politically, from the 'leftist' policy of 'harmonious society' under the Hu-Wen government to the rightwing agenda of 'China dream' under President Xi Jingpin. Until this context, the social and labour policies have turned against workers, evidenced by lowering the standard of social insurance protection, arresting and criminalizing strike

leaders and NGO members as part of the civil society crackdown by the state. This was significantly different from Hu Jin Tao's period when the economy was in bloom, and the collective bargaining was promoted. However, the hardline policies have not preempted workers from protests and strikes, with workers' demands turned from a focus on production (e.g. wage and workplace representation) to reproduction (e.g. pension and housing provident fund). This has a significant impact on the possibility of social upgrading in China.

**Labour and Standards in India's Tiruppur Knitwear Cluster: Emerging Challenges**

K Das

The Tiruppur Knitwear Cluster (TKC) in south India represents a classic case of southern production for global buyers at least since the 1980s. With a strong and expanding base of fully export oriented enterprises in this bustling small town the dynamics of labour has emerged an important area of concern. While low wages and a disregard for decent working conditions have often been reported the agency of labour (especially, trade unions) has been quite active during recent years. Labour shortage has emerged as a perennial issue of concern at the TKC. Families of labour of Tamil Nadu origin seem to have benefited from the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) and a slew of generous schemes of the Government of Tamil Nadu. Other growing industries, particularly, poultry, metal fabrication and agro-processing and similar activities in the rural non-farm sector, it was reported, have generated employment closer to the native villages of many workers. Workers have demanded and received higher wages. While the adhering to standards (both product and process) has been recognised as important to improve business prospects globally the small enterprises have been reluctant to practice the same. An additional complexity that has risen in this cluster relates to a growing influx of workers from eastern and northern India who have not only imbalanced wage structures in TKC but have earned the wrath of local (Tamil) workers who see them as intruders. Workers from eastern India, particularly, seem to have taken up jobs with higher uncertainties, lower rewards and incentives. The paper explores these issues and reflects on policy options.

| **On-call work and related forms of casual employment in developed economies (1)** | **Parallel Session 8.6** |
|---|---|
| | **Wednesday 5 July: 9:00-10:30** |
| | **Room IX (R2 south)** |
| | *Chaired by Martine Humblet (ILO)* |

**Zero-hours contracts in the United Kingdom : trends, impact and policy solutions**

A Adams and J Prassl

In this report, we provide a detailed study of zero-hours work in the United Kingdom. An initial section defines zero-hours work, emphasising key characteristics as well as overlaps between zero-hours work and other casual work arrangements, and draws parallels both with historic instances of on-demand work and current experiences of 'if and when' contracts in the Republic of Ireland.

Section two presents the most recent available data on the prevalence and key characteristics of zero-hours workers and employers, explaining the evolution of such work arrangements as well as the

technical issues which make measuring the phenomenon through official labour market statistics particularly difficult. Section three complements the empirical evidence with an analysis of the effects of zero-hours work for workers, employers, and society more broadly. Our focus is not limited to the legal situation of those working under such arrangements, but also includes questions of social security entitlements, and wider implications such as business flexibility, cost savings, and productivity growth.

As the fourth section explains, a growing awareness of the growth of zero-hours contracts from 2011 onwards brought about a marked increase in public discussion of the phenomenon, leading eventually to (limited) legislative intervention. We explore the positions taken by the social partners, before analysing historical as well as recent legislative responses, and setting out a case study of Parliament's response to a particularly egregious instance of labour standards violations in warehouses operated by the sports equipment chain Sports Direct. A brief concluding section, finally, turns to a series of policy recommendations and broader considerations, with a view to finding a model in which (some of) the flexibility of zero-hours work arrangements might be preserved, without however continuing to pose a real threat to decent working conditions in the United Kingdom's labour market.

**The Prevalence of Zero Hours Contracts among Irish Employers and their Impact on Employees**

M O'Sullivan

The paper presents findings from the first study on zero hours work in Ireland which the authors were commissioned to undertake by the Irish Government in 2015. The study sought to examine the prevalence of zero hours and low hours contracts, their operation by Irish employers and the impact on employees.

The study used a mixed methods design with quantitative and qualitative data. Qualitative interviews with interviews with 82 representatives of informed stakeholders (employer/business representative organisations, trade unions, government departments/agencies, civil society organisations and professional legal bodies) was supplemented with working hours data in the Quarterly National Household Survey (QNHS).

The study finds evidence of zero hours work through so-called 'If and When' contracts which involve no guaranteed hours of work but also no contractual requirement for an individual to be available for work. Zero hours work through 'If and When contracts' is prevalent across hospitality, in certain occupations in education (primary and second level teaching, third level lecturing and further education, school support staff), and in health (homecare workers). A number of factors contribute to zero hours work including the presence of demand-led services, the lack of legal regulation of 'If and When' contracts, state funding models in education and health and the social welfare system.

In terms of the impact on employees, employer bodies argued that zero hours work provides flexibility for employees particularly mothers and students, enhances skills and is an alternative to unemployment. Trade unions and civil society organisations were highly critical of such work, referring to a number of negative consequences for workers including unpredictable hours and income, difficulties with family life, difficulties accessing social welfare entitlements and the scheduling of work hours as a method of controlling employees.

In addition, a pressing legal issue is that individuals on 'If and When' contracts are unlikely to satisfy the tests for being 'an employee' and therefore are not protected by most employment legislation.

Since the publication of the study's findings, three Bills have been proposed by policy makers on low hours work and we analyse the extent to which these will regulate zero hours work.

**On-call work and related forms of casual work in New Zealand and Australia**

I Campbell

This paper reviews evidence in New Zealand and Australia concerning on-call (or 'on-demand') workers, defined as individuals who are available for work but are only called in for work as and when they are needed. On-call work can be divided into either a minimum-hour work arrangement (where the worker is guaranteed a minimum number of hours but the bulk of their weekly hours can be flexed up according to business needs) or a zero-hour work arrangement.

Though data are sparse, the paper suggests that on-call work is a significant phenomenon in both countries, with on-call workers constituting around 10% of all employees in New Zealand and around 12-14% in Australia. In New Zealand on-call work is spread across the categories of casual employment, other forms of temporary employment and even permanent employment, whereas in Australia it is predominantly casual employment with a small additional component of permanent part-time employment. The job profile of on-call work is similar in the two countries, consisting mainly of low-wage and less-skilled work, generally with part-time hours, in industries such as agriculture, accommodation and food services, retail and health and community care. The demographic profile is diffuse, but there is a common leaning to young workers and women workers.

The paper reviews quantitative and qualitative evidence on the impact of on-call work for workers. It draws attention to the diverse patterns of on-call work, but suggests that negative impacts in connection with hours, income and employment insecurity are dominant. Though on-call work is strongly reminiscent of earlier forms of casualised work from the late nineteenth century, the paper argues that new management practices, driven by a wide variety of objectives, including cost minimization, are now central to the design of on-call work arrangements. It briefly considers the tensions and contradictions of oncall arrangements for businesses and society in the short and long-term. It concludes by reviewing recent regulatory initiatives in the two countries. The most intriguing example is in New Zealand, where union action in fast food chains, supported by a broader public campaign, led to legislation in 2016 that has had the effect of banning at least one version of zero-hour contracts.

| **Women's labour force participation (1)** | **Parallel Session 9.1** |
|---|---|
| | **Wednesday 5 July: 11:00-12:30** |
| | **Room III (R3 south)** |
| | *Chaired by Laura Addati (ILO)* |

**Sustainable Livelihoods and Women's Economic Empowerment: adapting to Technological and Demographic Change**

G Yasmeen

Given the changing nature of the global economy, sustainable livelihoods, particularly for women, is an urgent policy issue that also preoccupies researchers and activists. Building on the work of the UN's recent High Level Panel on Women's Economic Empowerment, as well as work by the International Labour Organisation, this paper presents a conceptual framework and preliminary findings for a

project under development. The project will assemble an evidence base with accompanying concrete policy proposals on supporting the livelihoods of the most vulnerable women in Canada in an international comparative context. Using foresight methodologies, the project focuses on the potential and pitfalls of the "gig economy". While some economic opportunities exist and are likely to grow, there are also increased risks developing in the labour market due to technological change and the absence or deterioration of social protection systems with the rise in precarious employment. The research questions being addressed are:

1. How can we conceptualise emerging livelihood opportunities and risks with respect to Canada's most vulnerable women in terms of their assets and vulnerabilities?

2. What can Canada learn from the evolving global context in this regard, particularly the Asia-Pacific in terms of public policy and program design?

3. What Canadian public policy and program evolutions might best support a successful transition to the economy that may emerge in the next 20 to 30 years?

In addition to proposing a conceptual framework, the paper begins to compare and constrast case studies related to freelance home-based professional work, street vendors, particularly those selling food, "binners" - or those involved in informal waste recycling - and domestic workers, especially those engaged in eldercare. Preliminary findings suggest a convergence between emerging patterns found in the global north and south with similarities between Canada and the Asia-Pacific in particular in terms of changing demographics and the potential impacts of technology. Research findings and policy recommendations will be co-created with grassroots organizations and shared with the intent of enhancing Canada-wide and global solidarity, particularly with the Asia-Pacific, due to commonalities and potential learning opportunities.

**Women in Business in Thailand: High Participation without EEO and the Sufficiency Economy**

N Wailerdsak (Yabushita)

Thailand has no legislation against women discrimination, nor equal employment opportunity (EEO) law, nor mandatory women's quota system as seen in developed countries, except for the provisions in the Thai Constitution which state that men and women shall enjoy equal rights. However, Thailand has one of the world's highest number of women in management positions. It is generally held that Thai society has given women the opportunity to progress equally to men within the workplace. This article examines why and how Thai women are able to obtain high participation rates in business without support of institutional EEO and mandatory state regulation from the supply side.

This article is divided into four sections. The first section is the introduction, describing the situation of women in the Thai business society without EEO. The second section proposes two sets of statistics showing high women's participation rates: (1) labour participation rate of women by occupation in the past three decades, gathered from national statistics; and (2) the proportion and characteristics of female executives on corporate boards and executive committees in companies listed on the stock exchange of Thailand gathered from profiles of top executives in 2000 and 2016.

The third section describes three evidences from the supply side: (1) statistics on university enrolment by sex and majors (the development of educational attainment); (2) company policies on gender discrimination and work-life balance: the author gathered questionnaires from executives responsible for human resource management of 512 listed companies regarding company policies on hiring, selection, promotion, training and development, and work-life balance using both formal and informal

measures; and (3) strong intentions of women themselves. The author conducted interviews with several Thai women executives asking about their inspiration and aspiration to top positions, company policies, and the ways they balance work and life. For (2) and (3), this study presents the first empirical research attempt in Thailand.

The last section argues the successes and societal drawbacks (such as a fall in fertility rate, living separately from children) of high women's participation in business. To prepare for the coming super-aged society, the philosophy of the 'sufficiency economy' formulated by King Bhumibol Adulyadej of Thailand, which focuses on humanity and favours well-being over wealth, and suitable policies toward women's participation in business in the future will be discussed.

**Status of Home-Based Workers in the Post-Reform Period in India**

A Sengupta

Globalisation has introduced a system of production where flexible work contract or subcontracting system of production is becoming a general practice. Consequently, a set of workers has emerged which is known as 'home based workers', among whom, majority are women. Women are mainly concentrated in home-based work due to lack of necessary qualifications and formal training, absence of child care support, social & cultural constraints and absence of alternatives, etc. In India, home-based workers are most exploited and least paid within the already low-paid informal sector. Working conditions of home-based workers, both own-account workers and piece-rate workers, are very much vulnerable. Due to the invisibility of their work, home-based workers are deprived of social security benefits and labour union. This study analyses the wage gap between non-home-based and home-based workers, between male and female home-based workers and the wage-gap across home-based workers from different religious and caste backgrounds with NSS 61st (2004-05) and 68th rounds (2011-12) unit level information. As labour market participation is not likely to be random, we have estimated wage equations by applying Heckman's selection model with two-step estimation techniques. Our empirical analysis reveals that workers working within home got lower wages than others and among them, female workers got even lower wages than male workers both in rural and urban areas.

The study indicates that home-based workers working in own enterprise/unit/office/shop outside home were in a slightly better condition than those who were working within home. The study also shows that majority of home-based workers had no written job contract, labour union available and/or social security benefit and they got much lower wages than others. On the basis of industrial classification, female workers seemed not to be in any disadvantageous position compared to their male counterparts both in the rural and urban areas. However, if we consider disadvantages like absence of written job contract, piece rate payments, lack of social security benefits like maternity leave or sick leave, yearly income of female home-based workers might be considerably lower than that of male home-based workers. Our study also reveals that except those home-based female workers who are engaged in the occupation of legislators, senior officials and managers, all the others were in disadvantageous position compared to their male counterparts both in rural and urban areas. Our study also finds out some caste and religion based wage gap among the home-based workers.

**Social status effects in the motherhood penalty in occupational status**

JW Besamusca

Studies into motherhood penalties have regularly reported occupational sorting as a major factor explaining mothers' lower wages compared to childless women. Surprisingly, there is relatively little research into the motherhood penalty in occupational status as such. Studies that do exist theorize, first, that mothers pay an occupational motherhood penalty due to their inability to combine high demanding, full time jobs with. Secondly, they propose that individuals as well as that countries that reduce the incompatibility of work and care responsibilities, reduce the occupational child penalty. In this paper, I explore how the occupational motherhood penalty differs between women of different social status positions and across countries. The study addresses two research objectives. First, does mothers' social status have an effect on the size of the occupational motherhood penalty they experience and if so, which group of mothers suffers the largest penalties? Secondly, does the size of the social status effect differ across countries?

I use the Integrated Public Use Microdata Series (IPUMS) International, which collects and harmonizes census data. The dataset allows for analyses of the social status effect on both employment status and detailed occupational categories in 17 high- and middle income countries (Armenia, Brazil, Costa Rica, Dominican Republic, Ecuador, France, Ghana, Ireland, Malawi, Mali, Mexico, Nigeria, Panama, Portugal, USA, Vietnam, and Zambia). In 12 countries, repeated cross sections are available from the 1980s until the 2010s, allowing for the observation of country trends.

Using two-stage multinomial probit models, I measure women's selection into homework,(un)skilled and (non)manual professions by class and motherhood status. I measure the social status effect on the probability of mothers to be engaged in dependent employment, self-employment, unpaid work, or economic inactivity. Restricting the sample to women in dependent employment, I then analyze the sorting of mothers and childless women into two digit ISCO occupational categories. To examine cross-country differences in the effect of social status on the occupational motherhood penalty, I test the effects of enrolment in childcare and the prevalence of part-time work on the social status effects through two sets of three-way cross-level interaction terms. Repeating these analyses on all available country-year combinations for 12 countries, I will then be able to identify changes in the social status effect within countries over time. In line with previous studies, I expect higher childcare enrolment to reduce the penalty and part-time work to increase it, with larger effects for the low status group.

| **Regulating decent work: Issues and labour market outcomes** | **Parallel Session 9.2** |
|---|---|
| | **Wednesday 5 July: 11:00-12:30** |
| | **Room IV (R3 south)** |
| | *Chaired by Sukti Dasgupta (ILO)* |

**Does 'flexicurity' labor market policy moderate the impact of precarious employment on health?**

D Moon and H Chung

The purpose of this study is to understand the importance of 'flexicurity' labor market policy to reduce employment-related health inequalities by examining the relationship between precarious employment and self-rated health and identifying whether cross-national differences in employment-related health inequalities can be explained by differences in types of labor market policies. Precarious employment conditions predict worse health. However, the magnitude of observable health inequalities between full-time permanent employment and precarious employment differs considerably across countries. Few studies have attempted to test the theoretical explanations for the differences. Thus, this study investigates whether differences in the types of labor market policies

explain the existed employment-related health inequalities. Fuzzy set will be used to generate the variable for labor market policies. In addition, multilevel mixed effect logistic regression will be used to overcome methodological limitations. This modelling links contextual variable (types of labor market policies) of 20 OECD member countries to individual-level data on mental health, depression or anxiety, and sleep disorder (insomnia) from the 2010 wave of European Working Condition Survey (EWCS). We expect the odds ratio of depression or anxiety is higher in precarious employment than fulltime permanent employment. Furthermore, the odds ratio of sleep disorder will be higher in precarious employment than their counterparts. Employment-related mental health inequalities will be smaller in countries where enforce 'flexicurity' labor market policies. Through this research, we expect to provide the empirical evidence that governments can play a more active role in reducing employment-related health inequalities by balancing security and flexibility of labor market policy. The key policy implication is that balanced labor market policy between flexibility and security should be considered in the first place to mitigate employment-related health inequalities.

**Understanding Zero-Hours Contracts as a Variegated Phenomenon: Initial Findings from the UK Higher Education Sector**

KR Henry

There is no official definition of Zero-Hours Contracts although they are widely understood to be employment arrangements that do not guarantee a minimum number of hours work. With an 8 fold increase to 905,000 since 2012, they have become one of the most high-profile and contested UK employment issues in recent decades. In 2013 a Government consultation highlighted two notable problems among many reported and eventually legislated against the use of exclusivity clauses in the Small Business, Enterprise and Employment Act 2015. Since then ZHCs continue to remain firmly on the political agenda with two opposing positions coming to the fore. On the one hand, the current Conservative Government claims that existing provisions are sufficient. On the other, the Labour Party and trade union movement are actively advocating a total ban. Adams et al 2015 have taken a critical stance to these developments by arguing that the "fundamental problem of recent public and legal discourse surrounding Zero-Hours Contracts is the seemingly unchallenged assumption that there is such a thing as a unitary notion of the Zero-Hours Contract" or that ZHCs are a "clear and coherent category of employment". These assumptions remain pervasive and overlook the fact that the label will cover a myriad of employment forms that have undergone an explosive growth since the recession. Adams et al 2015 suggest that regulating ZHCs as one single phenomenon threatens to legitimise precarity in the labour market since it enables a shift towards the normalisation of all but most the abusive practices. Meanwhile, demands to ban ZHCs as one single phenomenon offer little in the way of a challenge to this process since they are shown to rest on a number of conceptually problematic grounds and are not conducive to constructive political dialogue. This paper heeds the call for a more progressive approach that treats ZHCs as variegated phenomenon. It sets out initial findings from a doctoral research project undertaken with a focus on the highly casualised UK Higher Education sector. Discussion draws on existing literature and examines varieties ZHCs on a number of formal and operational indices. Some preliminary recommendations for producing bespoke and contextually informed regulatory solutions to this aspect of the new world of work are put forward and conversation is sought as to how the experience of a post-Brexit UK can be informed by similar challenges across the international community.

**Labour Laws, Informality, and Development: Comparing India and China**

S Deakin, S Marshall and S Pinto

This paper explores trends in the formalisation and informalisation of work with the focus on an India-China comparison. A first task in is to define what is meant by informal work. The definitions used by international agencies are not uniform and different countries have distinct approaches. There are numerous dimensions to informality which are not all captured in statistical data. There is a trend towards employment and away from own-account work and self-employment in many regions of the world, in particular in east Asia where the proportion of the labour force in waged employment has doubled in the past three decades. The paper will look more closely at the contrasting cases of India (where formal work has increased recently, but to a very small extent) and China (where a variant of the standard employment contract may be emerging), discuss reasons for the divergence between them, and consider the relationship between formality and developmental outcomes in the two countries.

| **Self-employment: Real or Fictitious** | **Parallel Session 9.3** |
|---|---|
| | **Wednesday 5 July: 11:00-12:30** |
| | **Room VII (R2 south)** |
| | *Chaired by Gerhard Bosch (IAQ / University of Duisburg-Essen)* |

**In search of citizenship: Independent professional workers in Europe**

R Semenza and A Mori

The deep revolution in the production system with the transition to a service economy has been supported by the innovative power of new technologies that have altered the traditional professions and have generated new ones. In particular, these changes have fostered the proliferation of independent, highly qualified professionals in some areas of the service sector. The rise in their number is especially relevant when compared with the trend in other contractual categories. Between 2008 and 2016, while the increase in professional independent workers reached the peak of +24.8%, the number of dependent workers and of independent non-professional workers has respectively experienced a more limited increase of 11.1% the former and a decrease of 0.9% the latter (Eurostat 2016). As an expression of post-industrial work, the independent professionals can be considered as a bridge between the internal labour market and external labour markets, linking strategies of internalization of human resources and practices of outsourcing of services and skills. Given such intermediate position within the regulatory and institutional frameworks, the condition of these independent professionals reflects a peculiar discrepancy between their acknowledged high and specialized professionalism and the relating low social status. The phenomenon has highlighted three main problems: 1) the contested definition of the legal status and forms of regulation adopted; 2) their weak position in the social protection system; 3) the complexity of the collective representation of interests, within a context of great labour fragmentation. In such framework the article explores these emerging issues from a comparative perspective, considering the different institutional responses across three European countries − Italy, Germany, and the United Kingdom − that embody different systems of welfare and diverse models of labour market and professions regulation. These early results show a mixed picture, with shared challenges and partly divergent responses. Overall the analysis points out a lack of social protection for independent professionals, picture characterized by

a marked dualism in particular in Italy and Germany. The system of collective representation of interests is fragmented, but innovative and disruptive organisations are emerging bottom-up, giving voice and political visibility to this segment of the labour market. Such upsurge denotes signals of change with a potential positive impact on the insider-outsider divide.

The paper presents some preliminary findings of the European Project 'Independent Workers and Industrial Relations in Europe' (I-WIRE) funded by the European Commission - DG Employment, Social Affairs & Inclusion.

**Exploring self-employment in Europe**

M Wilkens

Across Europe, self-employment is a work situation characterised by specific regulations regarding individual and collective rights and obligations applying to the person performing the work. It is differentiated from salaried employment – a relationship where employees are subordinated to the employers' organisation of work, such as working time, tasks and pay. Conversely, self-employed have autonomy over their work organisation and also carry the risk of their economic activities. This distinction is blurring as the standard employment contract is increasingly replaced by non-standard forms of employment, such as temporary employment contracts but also self-employment. Some self-employed may thrive as independent portfolio workers because their way of working corresponds to the increasing demand for flexibility on the labour markets. Other self-employed may find themselves in a more precarious and dependent work situation, not protected by the same employment rights, social security and representation that employees have. The self-employed are a very heterogeneous group. Therefore, it is not surprising that in the political discourse, self-employment is identified as a risk of precariousness by some and as an opportunity for job creation by others. Who are the self-employed in Europe and what type of working conditions and job quality are they subject to? Analysis of data of the sixth European Working Conditions Survey identifies and maps the characteristics of the self-employed in Europe, by empirically determining a typology of self-employed workers in the EU. This analysis shows that self-employed in the EU consist of very different groups in terms of their working conditions, ranging from independent, high earning auto-entrepreneurs to very dependent types of self-employed workers that share many characteristics of employees. Exploring this diversity and their implications for working conditions and job quality allows for a better understanding of the self-employed worker. This is complemented by qualitative research outlining the social protection and representation of self-employed worker in the EU: to what extent are self-employed workers protected for risks such as disability, illness or unemployment? Also, the right to association (e.g. in a trade union) is a right for all workers. However, how to give form to this right is not so clear for self-employed and taken up differently in the EU's Member States. Therefore, the diversity of organisations, their activities and challenges in the EU Member States organising and representing self-employed people is explored.

**The new farewell to work: the dissimulation of employment in Brazil and United Kingdom**

SM Cavalcante and VA Filgueiras

The aim of this paper is to discuss the thesis supported by several scholars and activists according to which capitalist societies have been through sharp shift in the nature of work relation. This perspective has had enormous repercussion on labour studies for more than three decades and has increasingly affected regulation of labour worldwide. It assumes that social and economic changes in work

management and new technologies would have dissolved traditional forms of employment and the consequence would be a decline of the wage labour.

During the 1980's, A. Gorz e C. Offe have summarized this theoretical position with the famous sentence "farewell to work". Nowadays three news approaches aim to develop further the thesis of the end of wage society.

The first one has a greater prominence in public institutions. Its general claim is that wage labour is being replaced by the growth of "self-employment". The second postulates that there is a structural difficulty in making definitions about what is work today. This complexity is manifested in "grey areas", where it would be impossible to identify types of employment relations. This stance does not offer a clear solution to it but it seems to deny possibilities of regulating labour relations in this new scenario. The third approach claims to be an update of the progressive position and could be represented by G. Standing's work on the precariat. According to the author, participation of traditional salaried worker is declining in labour markets and the alternative is not linked to forms of regulation but to universal basic income policies.

Based on empirical research using several of case studies and aggregated data from labour markets in Brazil and in the United Kingdom, we argue that the "new" ways of work are predominantly wage labour, despite companies' effort to disguise the content of employment relations,

We intend, therefore, to indicate some of the limits and misconceptions of this "new farewell to work". We do not deny the emergence of changes in labour management by companies, but we will point out that this could conceal strategies of dissimulation of the wage relationship. The 'new farewell to work' tends to oversimplify the definition of labour and neglects the objective subordination of worker by new capitalist arrangements. Subsequently, it contributes to the appearance that it is impossible to protect workers – that are still submitted to wage labour - with public regulation.

| **Global production networks: challenges and responses** | **Parallel Session 9.4** |
|---|---|
| | **Wednesday 5 July: 11:00-12:30** |
| | **Room V (R3 south)** |
| | *Chaired by Julia Lear (ILO)* |

**Corporate Social Responsibility and the Role of the State**

JK Schenner

Corporate social responsibility (CSR) has initially been seen as a tool for tackling labour exploitation / forced labour in supply chains (Epstein-Reeves, 2012; EC, 2013). Despite this initial broad consensus, CSR has come under fire, most recently since the 2013 Savar Building Collaps resulting in over a thousand casualities (The Economist, 2013; Maher, 2015). In order redress CSR and business´ credibility in tackling hazardous, dangerous and exploitative working conditions, state involvement is a must. This paper claims that in order for CSR to work effectively, states have to scrutinize employment contracts in (domestic) supply chains. The first part of this paper explains why CSR tends to fail by focusing on two types of contracts that are pervasive within triangular employment relationships, notable relational and transactional contracting (Frenkel and Kim, 2004; Stone and Arthurs, 2013). The second part makes recommendations to labour inspectors how to detect whether

employment contracts are relational or transactional in nature. The final part argues why states have to step up in their mandate to protect workers in general and in lower tiers of supply chains in particular.

**Bargaining up the supply chain: Towards a typology of multi-party bargaining**

J Bair and J Blasi

Many scholars who study the "fissuring" (Weil 2013) of the workplace have noted the relationship between changes in the organization of production, on the one hand, and changes in the nature of employment on the other. We argue that one strategy for countering the downward pressure on wages and standards associated with fissuring is to shift our focus, from the site of direct employment, to the larger, coordinated processes of procurement and production in which these sites are embedded. Increasingly workers are connected to supply chains in which multiple actors beyond workers' direct employers—such as brands and retailers and labour brokers—have significant influence over terms and conditions of work. This is the case both in industries that have long been organized via subcontracting networks, such as garment and agriculture, and in service and logistics industries that have more recently experienced fissuring strategies, such as temporary labor and franchising.

Because some supply chains provide opportunity structures that workers can leverage, our objective in this paper is to identify models and practices that can inform a global supply chain bargaining system involving workers, direct employers, and supply chain lead firms. While there are relatively few examples of true "multiparty bargaining"—that is, cases in which contractual terms are negotiated between workers and multiple parties—there are many more instances of campaigns and agreements involving lead firms or other entities which, though not direct employers, play an important role in setting terms and conditions for workers in their supply chains.

We have identified more than two dozen instances of multi-party supply chain bargaining (or proto-bargaining) across multiple countries and industry contexts. In this paper, we discuss three cases in three different sectors: in manufacturing, the Russell Athletic/Fruit of the Loom – CGT Agreement (Honduras); in agriculture, the Farm Labor Organizing Committee agreements with food brands such as Campbell (North America); and in services, Unison's ethical care charter targeting local authorities contracting home providers (UK).

We develop a typology of bargaining models that centers on the following dimensions:

Scope: how many workplaces/direct employers are covered?

Content: do the agreements simply aim to reinforce extant laws or regulations, or do they create new obligations? Specifically, what are the obligations or commitments of lead firms towards workers employed by other entities farther down the supply chain?

Enforceability: how can the obligations or commitments made in these agreements be enforced, if at all?

Our overall goal in this work is to identify strategies and practices that seem most readily adaptable to the global supply chain context, and shed light on key economic or political dynamics that might facilitate the creation of larger-scale or more formal initiatives.

**Consumer Citizens and the Consumer Imaginary**

K Kolben

Global economic liberalization, catalyzed by legal and regulatory choices at the domestic and multilateral levels, has led to a fundamental change in how goods and services are produced, marketed, and delivered. In particular, much of what we consume is now produced and transported through a complex network of global supply chains. However, these new forms of commerce and economic activity have been facilitated and created in a context of what can be termed "liberalization without law." Liberalization without law describes the situation when policy choices result in increased economic and trade liberalization, but when the institutions necessary to regulate the newly liberalized markets are inadequate. What results is a conflict. On the one hand, global and unilateral trade and investment rules have opened up markets through tariff reductions and decreasing barriers to trade. But on the other hand, economies that have benefited from increased access to developed markets cannot or will not meet the moral and social demands of consumers, workers, and global civil society. One such demand, which is the focus of this paper, is the expectation that increased opportunities for work in liberalizing economies be coupled with working conditions that do not shock the conscience and that do not violate basic human rights norms.

While a great deal of scholarship has analyzed the ways in which private and public governance has been deployed to regulate labor in global supply chains, less attention has been paid by legal scholars in particular to analyzing the key drivers of private supply chain law and governance i.e. consumer citizenship. This paper examines the ways in which consumer citizenship functions in supply chain law and governance, and how it might be better utilized. In particular, it will focus on how transparency laws and trade law could be better directed at triggering the "consumer imaginary," and reducing the social distance between consumers and producers. This, it is argued, could potentially lead to new forms of private and public labor governance in the supply chain.

| **Social Protection and Human Rights** | **Parallel Session 9.5** |
|---|---|
| | **Wednesday 5 July: 11:00-13:00** |
| | **Room II (R3 south)** |
| | *Chaired by Christina Behrendt (ILO)* |

**The HRBA to social protection – implications for the future of work**

M Sepúlveda Carmona

In recent years, there has been considerable progress in extending social assistance coverage. Yet, overall, social assistance programmes are not systematically reaching the most vulnerable and disadvantaged groups, including children, women, ethnic minorities and persons with disabilities (The World Bank: Social Protection and Labor Strategy 2012–2022. Resilience, Equity and Opportunity). Thus, ensuring inclusivity in social protection programmes— which is critical for achieving Agenda 2030 for Sustainable Development which pledges to "leave no one behind" — poses a major challenge for social protection practitioners and policy makers.

The presenter argues that a better understanding of the legal frameworks regarding equality and non-discrimination is needed to make social protection systems more inclusive. The principle of equality and non-discrimination, enshrined in international human rights treaties as well as in national

constitutions and domestic laws, is legally binding for all public authorities. Yet, their operationalization in social protection is not often discussed.

To shed light on this issue, the presentation will demonstrate how a rights-based, normative approach to social protection can complement technocratic, knowledge-based policy decisions. It will examine how a commonly agreed-upon analytical framework of this principle (i.e. accessibility, affordability, adaptability and gender sensitivity) can assist social protection decision makers and practitioners in assessing coverage rates and reducing the exclusion of the most vulnerable and disadvantaged segments of society.

**Care policies as part of social protection: Lessons from Uruguay and Costa Rica**

V Esquivel

The institutionalization of care policies as a component of social protection is a salient feature in several Latin American countries. The cases of Costa' RedCUDI and Uruguay's National Care System stand out, as both are coordination mechanisms for the care services provided to different dependent population groups established by law.

Costa Rica's RedCUDI is overseen by a Technical Secretariat and coordinated by the Inter-institutional Technical Commission (CTI), in which all incumbent public actors take part, including the Ministries of Social Development and Education, the National Institute of Women (INAMU) and several agencies charged with developing carers' skills, childcare centres' infrastructure, and supporting community-based childcare centres. It is decentralized in its organization, directly administered by municipalities but funded by the national government. Several sources of "solidarian" funding, administered by the central government, support the universalization of childcare services while guaranteeing uniform and high quality standards.

Uruguay's SNIC was created by a law passed in November 2015. Among other features, the law established the National Care Secretariat within the Ministry of Social Development as the inter-ministerial coordination body. Incumbent ministries and secretaries form the SNIC "board," which establishes broad policies and priorities. An advisory board with members of civil society, academia, private providers and care workers also interacts with the board and the secretariat. Under the SNIC different conceptual frameworks co-exist — including the competing "targeting the poor" and human rights-based approaches —as do institutional traditions involving entrenched sectoral views on education and health taking pre-eminence over systemic views. Also in tension are the universalist ambition of the system and the targeted policies that might not be easily scaled up.

Based on the cases of Costa Rica and Uruguay, the paper reviews the institutionalization of care policies in Latin America, and analyses the factors that explain such institutionalization. Among the latter, two are elaborated upon out: women's movements mobilization and a human-rights approach to social protection. The paper closes pointing out some implementation challenges.

The paper aims to contribute to the debate of how to integrate care policies in social protection systems.

**Redefining a rights-based approach to contemporary migrant labour in Asia**

N Piper

This paper offers an analysis of the implications of the dominant framework that has so far guided migration policy in Asia and shaped intra-Asian migration patterns and dynamics. It identifies

institutional gaps that hamper the realization of migrants' human and labour rights in East, Southeast, South and West Asia. The key argument advanced is that the dominant project of migration governance continues to fail in several key areas, reflected in decent work deficits in relation to labour rights, the nature of employment opportunities and lacking social protection at all stages of the migration process. It is further argued that these manifestations of precarity are related to forces of structural inequalities that operate throughout the global (and regional) economy, institutional incapacity and lacking integration of labour governance within migration governance. They propose that migration governance will only deliver on its commitment to "benefit all" if it is grounded in a holistic understanding of the concept of precarity that takes account of its spatial, protracted and temporal foundations.

**A rights-based approach to social policy in South Asia**

G Köhler

A key normative principle of transformative social policy is that it is rights-based. That implies that it be universal, as a right extended to all citizens, or categorically to all persons in a defined situation, or, in its most comprehensive form, as applicable to all residents, regardless of citizenship status.

In the recent past, approaches emerged in several countries in Southeast and South Asia that pointed in the direction of universal, rights-based social policy. Thailand adopted a universal health insurance system that is open to all citizens as well as to registered migrants (2001). The Indian government and the supreme court made school meals a right for all children, introduced a social pension, and created the notion of a right to work, via its Mahatma Gandhi Rural Employment Guarantee Scheme (from 2005). Pakistan moved from a charity system of social assistance to food security policies; the Benazir Income Support is novel in that it relies on a verifiable registration system and addresses women rather than men so as to support women's citizenship rights and contribute to their economic empowerment (2008). The Nepal government adopted legislation for compulsory universal primary schooling, health services access, a child benefit for children of the disadvantaged caste, and a variety of other transfers designed for social inclusion (since 2009). Myanmar began social sector reforms including a universal social pension, guaranteed assistance to low-income households, and the training of a cadre of social workers (2014).

These trends towards a universal, rights-based approach to social services and social transfers were in each case politically driven and a result of changes in government. In Thailand and India, the reforms were the outcome of contestation by the most disadvantaged sections of the population. In Nepal, reforms came after a 10-year civil war; in Myanmar, in the context of a democratisation process.

At the moment, these same countries are experiencing political backlashes, with democratic processes and civil society under severe attack. In Nepal and Thailand, the social policy reforms appear secure for the time being, but in India, some of the progressive policies are now systemically underfunded, thus undermining their implementation, and in Myanmar, progress is coming to a halt because civil strife has reignited.

The paper seeks to make two points. First: a rights-based approach does not come automatically and is always the result of contestation, be it from the electorate, be it from competition between political parties. Secondly, acquired rights and moves towards transformation are not secure. They can be dismantled. In the current global political roll-back, transformative and rights-based social policy needs to be protected.

**Leaving no one behind: Disability Inclusive Social Protection**

C Devandas

Social protection is an essential condition for social and economic development for all, but particularly for those that experience poverty and social exclusion. Social protection programmes can play a crucial role in alleviating and preventing poverty and vulnerability to secure people's well-being. They can also enhance the productivity, employability and economic development of people by creating better income-earning opportunities for them. Moreover, social protection can foster social inclusion and participation by ensuring effective access to food, health care and education, and support services. Thus, well-designed social protection programmes have the potential to directly improve the enjoyment of rights of persons with disabilities.

Regrettably, traditional disability-welfare approaches have promoted the opposite, building and spreading charity and medical perspectives in social protection responses. As a result, for too long, many national social protection systems resulted in furthering paternalism, dependence, segregation and institutionalization of persons with disabilities, limiting their opportunities to live independently in their communities.

The UN Convention on the Rights of Persons with Disabilities challenges these views, promoting social protection systems that are inclusive of persons with disabilities and facilitate active citizenship, social inclusion and community participation. The Convention calls on States parties to ensure that persons with disabilities receive equal access to mainstream social protection programmes and services — including basic services, poverty reduction programmes, housing programmes, and retirement benefits and programmes — as well as access to specific programmes and services for disability-related needs and expenses such as support services.

Against this background, this paper aims to discuss why and how States and other stakeholders should ensure the establishment of disability-inclusive social protection systems, in conformity with the UN Convention on the Rights of Persons with Disabilities.

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| **On-call work and related forms of casual employment in developed economies (2)** | **Parallel Session 9.6** |
| | **Wednesday 5 July: 11:00-12:30** |
| | **Room IX (R2 south)** |
| | *Chaired by Janine Berg (ILO)* |

**Just-in-time scheduling practices and other forms of on-call employment in the United States**

E McCrate

Just-in-time or unstable work schedules are schedules in which the times of work vary and workers have little or no control over that variability, either as individuals or through collective agreements. Their main attraction for employers is flexibility: the ability to respond to changes in demand and other contingencies, measured in small intervals of time. However, such scheduling practices often impose significant costs on workers, including the difficulty of planning and coordinating non-market times with others when the specific times of work vary, and the instability of income when total hours vary and workers are paid by the hour. These schedules may also entail very short advance notice of work schedules, such as one week or less before employees are expected to report to work, including on-call work. These schedules elevate workers' stress, as well as dependent children's cognitive, emotional and behavioral problems.

The report presents available data on the prevalence on unstable work schedules in the United States and Canada and the characteristics of the workers concerned. It shows that unstable schedules are quite common across the distribution of total hours, except for conventional full-time hours of 35-40 hours per week. The report provides extensive case studies of retail trade and health care where such schedules are common.

The report discusses fair scheduling ordinances adopted in San Francisco, Seattle, and most recently New York City, as well as scheduling legislation in Canada (Saskatchewan and Ontario). It also mentions, and discusses, a variety of collective agreements in Canadian retail trade, and a few cases of collective agreements in the U.S.

As shown in the report, other possible directions for public policy include the promotion of cross-training, greater provision of childcare, reforming the unemployment insurance system to stabilize earnings, and wide ranging changes in firms' operations to improve both the quality of jobs and profits. Others are potentially more costly for firms, such as increasing the quasi-fixed costs of labor (e.g., employer-provided health insurance in the U.S.) in order to incentivize firms to provide more hours, and requiring a minimum number of weekly hours.

**The use and regulation of on-call work in the Netherlands**

S Burri, S Heeger-Hertter and S Rossetti

In the Netherlands, on-call employment represents the fastest growing and the least regulated form of flexible employment. Nevertheless, little is known on its developments and impacts. This paper provides an insight of the most relevant legal and socio-economic issues concerning the forms of on-call work used in the Netherlands.

The socio-economic characteristics show that most individuals work voluntarily on-call to complement their main activity in education or in the household, while involuntarily on-call work is due to a weak labour market position. On-call work has a negative impact on job quality, namely a higher exposure to risky environmental factors, social environment and work accidents. This is related to the nature of work in the industries where on-call work is more frequent and to the short tenure, worsening significantly the working conditions. On-call work impacts negatively the income situation as well, due to the low-skilled tasks, short tenure, and younger age of on-call workers combined with their irregular and short weekly hours. For the rest, impacts are much milder if on-call work is a first step or a bridge to better working conditions, and significantly negative if it is a trap. For organizations, on-call work allows for adjustments at the least risk on the short-term, but may hinder innovation and thus competitiveness on the longterm.

On-call work takes legally two forms: preliminary agreements (voorovereenkomsten), which often generate zero-hours fixed-term contracts, and employment contracts with a future work obligation (arbeidsovereenkomst met uitgestelde prestatieplicht) which can be either zero-hours or min/max; fixedterm or open-ended. Specific rights for on-call workers have been introduced in 1999 aimed at facilitating the proof that an employment contract exists, the number of working hours, and providing a minimum pay of three hours for each call. More recently, legislation has been introduced to limit the number and duration of successive fixed-term (on-call) contracts. However, these statutory legal interventions aimed at preventing a further growth of precarious forms of flexible work have not tempered the expansion of on-call work. Due to the short number of working hours, fluctuations in

work demand and related income insecurity, most on-call workers enjoy less social security protection than employees with a permanent employment contract.

| **Women's labour force participation (2)** | **Parallel Session 10.1** |
|---|---|
| | **Wednesday 5 July: 14:00-15:30** |
| | **Room III (R3 south)** |
| | *Chaired by Sukti Dasgupta (ILO)* |

**Gender dimensions of employment trends and future of work: where would women work next?**

N Otobe

The paper analyses gender dimensions of global employment trends using the ILO's Employment Trends data with a focus on unemployment, vulnerable employment and sectoral change, specifically highlighting gender differences. The paper also explores mega factors, such as demographic transition, environmental transformation, technological change, and globalization, which have substantial implications on the world of work from a gender perspective. These factors will have gender differentiated impacts on the future scenario of both quantity and quality employment. The paper also explores policy implications of future of work from a gender perspective.

**Labour Force Transitions of Women in India: A Panel Analysis**

S Sarkar

Female labour force participation rate, defined as the percentage of a country's working age female population that is engaged in the labour market, is an important driver (and outcome) of growth and development. Recently, the declining labour force participation rate (LFPR) of women in India has become a matter of central focus for social scientists, as it has posed to be a hindrance in the path of development process in India. Both theoretical and empirical development research have aimed at measuring female LFPR and constructing policies that can be instrumental in bringing more female into the workforce. However, the decision for a woman to work is complex and involves social norms, educational attainment, fertility rate, household care, access to other services, and availability of opportunity. A huge body of research talks about low and declining female LFPR in India (Himanshu, 2011; Klasen and Pieters, 2015; Afridi et al. 2016; Zakaria Siddiqui et al., 2017) but labour force transitions by women has been relatively under researched in India. To understand the declining female LFPR in India it is also important to unfold the story behind the labour force transitions by women – entry and exit. Using a household and individual level panel data from India Human Development Survey (IHDS), we attempt to investigate the labour force entry and exit by Indian women between two time points, 2005 and 2012.

The results demonstrate that entry and exit by women occur at a different rate in rural and urban area. Rural women are more likely to enter into and less likely to exit from the labour market than their urban counterpart. The factors associated with women's labour force participation are not very different from the factors determining labour market entry and exit of women. Household level factors such as household's income, asset, and number of kids are strongly associated with labour market participation as well as labour market transitions of women. Divorce and marital separation of women are only associated with labour force entry in urban area. Among many, caste and religion turn out to be important determinants of women's labour force transitions. Women from socially

disadvantaged categories – Adivasi, Dalit and Other Backward Castes (OBC) – are more likely to participate and stay while Muslim women are less likely to participate and stay in the labour force as compared to the women belonging to high caste category, Brahmin.

**Securing Decent Work for Vulnerable Workers Needing Maternity Protection: Future Directions (Case Study: Australia and the Philippines)**

RA McDonald

Globalisation is producing shifting organisational practices in the world of work. Regulatory gaps become apparent where global supply chains involve multiple entities that employ workers across nations. With the rise of non-standard, insecure work the challenge for the International Labour Organization ('ILO') is the decline of the labour rights and organization of workers. Proposed new approaches may miss the mark and underestimate the focus on what States can still control. A reformulation of employee entitlements and urging real mechanisms to oversee the realisation of such entitlements may offer the most effective securing of decent work for employees in the immediate future. Stronger efforts to make countries more uniform in legislating entitlements may reduce the impact on workers of those entities that seek to avoid responsible employer practices. The coverage of informal workers is the pressing challenge in addition to achieving new methods of social dialogue in order to include such workers in the realisation of the decent work agenda.

These issues are highlighted by the experiences of women employees in the Philippines and Australia who need maternity protections to breastfeed at work in order to secure food for their children. With poverty and ill health threatening women and children in the Philippines, the ILO has made inroads to facilitating change to improve the accommodation of maternity needs. However, the high percentage of informal workers begs the question of whether women can access this entitlement. In Australia, data from the Workplace Agreements Database and analysis of the federal Fair Work Act 2009(Cth) reveal that most women are not clearly, legally entitled to breastfeeding breaks. In both countries the entitlement may be elusive for the women who need maternity protection and so decent work is not being offered. As the ILO maintains, the 'lack of access to decent work is a threat to the maternal health of women everywhere' . A lack of access to breastfeeding breaks arises where working conditions and intensity include continuous hours without adequate breaks, where 'productivity' is put above decent work, then worker well-being suffers , and the work-family balance is jeopardized.

Entitlement alone cannot secure the implementation of such breaks. With the approach of the centenary of the Maternity Protection Convention, No 183, it is apt to reflect on the impact of globalisation on the endeavours of women and the ILO to attain decent accommodation of their needs.

**Female Employment in Contemporary Rural India and Well-Being of female workers**

I Mukhopadhyay and S Kanjilal

In India, the work participation rates of women are substantially lower than that of men. It is observed that women have to put in long hours of unpaid household labour and face pervasive wage discrimination. Biases against girls/women lead to inaccessibility of girls/women to education and health which results in poor human capital development and a low labour force participation rate among women. This in turn affects the future human capital formation and female labour productivity , thus making female workers a marginalised section. Women also face issues of intra-household inequality in terms of asset ownership and participation in decision making process.

The general trend which gets highlighted from National Sample Survey Office (NSSO) data is that employment levels or labour force participation of women workers are decreasing persistently over the consecutive rounds, in the post reform period. For male workers however, this is not the trend. They have a fairly stable rate of participation over the years and the fluctuation is hardly visible. In view of this fact our study has explored the Unit Level Data of the latest Employment-Unemployment Survey (EUS) round, published by NSSO, i.e the 68th Round, 2011-12, to study the composition of female work and to ascertain the reasons of such decline in female labour force participation. We try to analyse whether there is a decline in absolute levels of female work participation or female workers are moving into non-remunerative, subsistence work which is further hampering their well-being. The analysis has been done in logistic regression framework, considering individual, household, social, economic and regional determinants of female labour supply. Results show that socio-religious factors are more important than socio-economic factors in determining the work participation of female workers. Most important is the kind of work that women are engaged in which determines their partcipation and hence impacts their well-being.

| **"Green workers" and self-help for new jobs** | **Parallel Session 10.2** |
|---|---|
| | **Wednesday 5 July: 14:00-15:30** |
| | **Room IV (R3 south)** |
| | *Chaired by Maria Travieso (ILO)* |

**Towards a feminist Social and Solidarity Economy**

S Saha and R Nandi

There is growing interest worldwide in social and solidarity economy (SSE) and even the UNRISD has created a UN Inter-Agency Task Force on SSE in 2013. Production, exchange and redistribution practices based on solidarity can be found in almost all areas of economic activity. These practices privilege the quest for solidarity (among producers, between producers and consumers, in diverse territories and environments, etc.) over individual (or group) profit and rent seeking behaviour. Aiming to re-articulate the market and the state under the principles of reciprocity and solidarity, SSE practices (re)invent non-capitalist social relations and forms of management that allow for the re-appropriation of the means of production by workers and the re-activation of social relations that are at the antipodes of individualism and greed. Thus the UN recommends SSE as a possible alternative model of production, financing and consumption that can address the challenges of global inequality and climate change.

However, the literature on SSE is largely gender-blind. And, though feminist literature recognises the diversity of women's movements and the multiple forms of contestations and possible alliances with other social movements or political, it has never been looked along SSE theory. In this paper we argue that a feminist lens to SSE theory can engender SSE as a space of reorganisation of social reproduction in a socially sustainable way by questioning power relations and putting gender equality at the forefront. On the basis empirical research in India (where SSE is not formally recognised but there exists a long standing tradition of grassroots organising) we argue that women's specific contribution to SSE practices implies power negotiations and a specific way of relating to public action and public policies, grounded in the territory and built upon strategic alliances with a variety of actors and a

multiplicity of strategies and tools. We consider that understanding the political potential of SSE practices demands a cultural reinvention of the political in itself, given that a reorganization of reproduction is, necessarily, a political action.

**Indigenous Peoples and Climate Change – From Victims to Change Agents through Decent Work**

RK Dhir, M Oelz and M Harsdorff

This paper explores the linkages between climate change and the world of work with a focus on indigenous peoples. Being the poorest among the poor, climate change has severe implications for indigenous peoples, especially given that nearly 100 million people globally can be pushed back into poverty by 2030 due to climate change. The paper highlights the magnitude of climate related threats, the consequent challenges for achieving the 2030 Agenda for Sustainable Development that pledges to leave no one behind, as well as potential opportunities for overcoming such challenges.

Indigenous peoples' traditional economic activities that typically rely on lands and natural resources are already under pressure due to several factors, and are experiencing rapid transformations. Loss of traditional knowledge and livelihoods is going along with increased participation of indigenous women and men "at the margins" of labour markets, where their situation is characterized by a dependence on the informal economy. They are facing numerous social, economic and environmental vulnerabilities both in traditional and non-traditional activities, which risk being exacerbated due to the disproportionate impacts of climate change. The paper locates indigenous peoples, their traditional forms of livelihoods, and their relationship with the environment, within these ongoing transformations, and the interplay of these transformations with the impacts of climate change. While engaging with such transformations and threats, the paper also aims at shedding light particularly on the future of work in the rural economy.

The paper further highlights that indigenous peoples have a unique role to play in climate action. Their economic activities are grounded in a model which ensures that their capital - nature - is sustainably managed. Simultaneously, their traditional knowledge and cultural approach to the issue of climate change is unique, and of high relevance for climate action. Together, these provide for alternative perspectives on productivity, resource use, and engagement with the environment. Its implications for shaping the future of work are particularly important given that indigenous communities are at the vanguard of running an economic model based on the principles of a sustainable green economy. The paper consequently argues that for climate action to be successful, indigenous peoples must be able to access decent work opportunities and participate in the development, implementation and evaluation of measures aimed at combating climate change.

| Hazardous work | Parallel Session 10.3 |
|---|---|
| | Wednesday 5 July: 14:00-15:30 |
| | Room VII (R2 south) |
| | *Chaired by Jill Rubery (University of Manchester)* |

**The Condition of Work in the Mineral Extractive Industrial Sector in West Africa**

DP Sha

The mining industry in many parts of Africa are being revived in order to meet the revenue needs of states. Many actors are therefore found in the mining sector ranging from transnational capital to indigenous firms and workers organisations exploring, prospecting and producing either for local market or for exports. The orgainsation of the sector has significantly influence the conditions of work and the form of labour organization in the mines. The paper will attempt to answer the following questions: Why are the west African mines marked by different form of work patterns? Why is unskilled labour still dominant in the West African mines? What is the nature of the wages in the mines? What are mode of distributions of surpluses extracted from the mines? Why are the mines noted for hazardous work environment? Why are women and children one of the dominant feature of the mines? How does this pattern of work addresses poverty situation in the sub-region? How can the sustainable development goals be used to promote decent work in the mines? The arguments which the paper pursues is that the existence of a multiple forms of labour organization in the West African mines is conditions by the existence of numerous, actors with numerous, sometimes contending interests. Though the state has dominant control over the mining sector, this control is contested by a community of workers who defend their areas of control using land tenure system as their defense. They sometimes organize their work in the mines independent of the big mining firms. The conditions of work, wages levels, unionization and collective bargaining vary according the type form of mines ownership. It be interesting to undertake a comparative analysis to unravel the difference. This will then inform public policy intervention to promote decent work in the mines. The sustainable development goals will surely contribute to promoting decent work in the mining sector in West Africa. Examples will be derived from Nigeria, Ghana and Sierra Leone.

**Small Tea Growers in Indian Plantation Economy: Employment Restructuring and Decent Work Questions in Agricultural Value Chain**

D Saha

During the past five years or so, tea production in India has suddenly shot up to 1.2 billion kgs annually and it is believed that the rise in production is due to rapid proliferation of small tea growers (STGs). About 35% of total green leaves are contributed by STGs in 2016. Green leaves are processed either in the estates or local factories and then sent to the auction centres. The large tea companies buy from there. Thus tea producers both large estate and STGs contribute to the global production network. These growers are those farmers who possess 10.12 hectare (ha) of land for growing leaves. They are self-employed (large, medium and marginal) cultivating their own land either by using family labour or employing wage labour in absence of labour market institutions. Based on land holding, three major types of tea growers— marginal (up to 1 ha), medium (1-3 ha) and large (3-10.12 ha)— are considered. While marginal (72.45%) and medium (21.90%) growers use family labour and seasonal casual workers respectively, large (5.68%) growers use regular temporary workers. Against this backdrop, the broad indicators of decent work—employment opportunity, social protection and

social dialogues— have been considered in analytical framework. The research is based on survey of 500 STGs drawn from two states, namely, Assam and West Bengal.

Marginal and small tea growers' vulnerability persists in terms of organising and bargaining over price setting. In absence of formal financial institutional support, STGs borrow either from moneylenders or from leaf agents at exorbitant rate of interest (both in cash and kind) to invest and maintain annually which in turn lead them to debt-trap and make them bonded. Marginal growers have little space to raise issues whereas strong representations of large growers overpower different organisational innovations, namely associations, Self Help Groups (SHGs) and cooperatives. Wage of workers under STGs is way lower than minimum wage. Moreover, these workers also have no access to social welfare and other basic minimum benefits such as housing, ration, water, sanitation and health. Deskilling, ethnic based recruitment process, subordinations and layers of informality in labour process are being persisted. This study discusses prospect of marginal tea growers; vulnerability of wage workers under STGs; the politics of large growers in the production network who dominate auction market, set the price and suppress the voice of marginal growers; and role of state in enhancing skills and promoting decent work.

**Changing work organizations and implications for decent work -a case study of information technology industry in india**

N Nizami

Workplaces of several industries in the 21st century are ergonomically and hierarchically different from those of the earlier days. Information Technology industry is a classic example of one such industry in a developing country India. Unlike the workplaces in the manufacturing sector or the fields in the agriculture sector, Information technology industry's workplaces are sophisticated. This paper examines the nature and organization of work in India's Information Technology (IT) industry and its implications on the decent work status of the employees. Choice of IT industry has an underlying logic. Technically-qualified youth as well as the general public perceive employment in IT industry as highly remunerative, productive, stable and safe and as a key to secure future. It also represents a typical formal sector employment.

The research methodology consists of both quantitative and qualitative methods of research. Snowball sampling technique has been used to collect data on a sample of 272 IT employees in the geographical clusters of Delhi-NCR, Bangalore, Pune and Hyderabad region. Techniques of Index-construction and range equalisation method have been used to develop Decent Work Index and Decent workplace index. Besides, multinomial logistic regression, phi correlation coefficient and chi-square test have also been used to further analyse the results on the basis of various socio-demographic factors.

The findings of the study have contradicted the general myth of work in formal sector jobs as only a small fraction of the sample was found to be availing decent work as per the various parameters of decent work. The deficit in decent work is due to nature of work in the IT industry. The research has developed tools and techniques of measuring and evaluating decent work at micro and meso level. Overall the study is a pilot attempt to quantitatively measure decent work and its variations due to the nature of work organization in an industry.

| Measuring the effects and effectiveness of labour regulation | Parallel Session 10.4 |
|---|---|
| | Wednesday 5 July: 14:00-15:30 |
| | Room V (R3 south) |
| | *Chaired by Deirdre McCann (Durham University)* |

**Governance, Regulatory Framework and Labour Market Outcomes in Nigeria**

AO Folawewo

This study investigates the impact of governance and regulatory framework on employment and unemployment in Nigeria, with employment effect captured at aggregate and sectoral levels. Kaitz-type index of minimum wage is constructed to measure the effect of minimum wage, union density is used to capture the effect of unionism, and composite governance index for the country is constructed using simple average of the six key indicators of governance.

Empirical analyses involved the use of cointegrated auto regressive distributed lags (ARDL) method given the time series property nature of variables, using annual data covering 1980 to 2015. Results show that while minimum wage has reducing effect on aggregate and industrial sector employment, its effect on public sector employment is positive. Union density and governance have differing effects on employment across aggregate and sectoral levels. Minimum wage has an insignificant negative effect on unemployment, while the impact of union density and governance on unemployment is positive. The need for strengthening the prevailing governance and regulatory framework in the country is suggested

**Statutory minimum wages in the EU: Institutional settings and macroeconomic implications**

A Kiss, A Arpaia, P Cardoso, K Van Herck and A Vandeplas

This paper analyses some macroeconomic implications of the statutory minimum wage in the member states of the European Union and assesses how its institutional design influences these outcomes. First, the paper looks at the institutional dimensions of statutory minimum wage setting. On the basis of this information, an indicator of institutional stringency is built to characterise the degree of predictability of minimum wage setting. Second, it explores the impact of minimum wage changes on employment, prices, consumption, and poverty. Results include the following. First, the institutional design of the minimum wage influences both the growth of the minimum wage and its response to underlying macroeconomic variables. Second, the minimum wage's effects on overall employment are on average small but they can be larger, and statistically significant, for low wage groups such as young and low-skilled workers. Third, the pass-through of minimum wage changes on prices is limited, implying that minimum wage is effective in protecting low-wage earners' purchasing power. Fourth, econometric evidence confirms that minimum wage increases support more the consumption of low than of high income earners. Finally, in a time-series analysis of the effects of minimum wages on the macroeconomy, it appears that discretionary changes in the minimum wage have small, temporary, and negative effects on total employment which subside quickly. These effects are more pronounced in countries where the institutional design makes minimum wage changes less predictable and more discretionary.

**Using "Big Data" to Measure Labor Dispute Resolution Systems' Performance: China as Case Study**

AM Halegua

Employment rights are only meaningful if they can be effectively enforced. Different countries have developed a wide variety of institutions and processes for individuals to resolve their employment rights disputes. But how can we evaluate or even measure the effectiveness of these mechanisms? Can it be done in a way that allows for comparisons over time or across countries?

Budd and Colvin (2008) offered a three-dimensional rubric to evaluate dispute resolution systems – "efficiency," "equity," and "voice". Others have added a dimension of "access" (Halegua, 2016) or "access to justice" (ILO, 2016). However, most efforts to evaluate these systems have been entirely qualitative. While this provides rich description of how these mechanisms function, comparisons of the same system over time or of different systems remain difficult (ILO, 2016). Can quantitative measures for the aforementioned dimensions be developed to compare different legal systems? This paper explores this question—namely, the feasibility and utility of developing a set of quantitative measures to evaluate a labor dispute resolution system.

The first part of the paper presents a quantitative analysis of the litigation of labor disputes in the Chinese courts. An original dataset of 30,000 labor dispute cases decided by tribunals in three major cities over two years was compiled. The analysis revealed, among other things, that roughly 60% of workers have legal representation in court; workers partially or totally prevail in 58% of court litigation cases; and a first-instance trial took approximately 98 days to complete. The percentage of a prevailing worker's initial claim that is ultimately awarded by the court will also be calculated.

In the second part, the paper considers the usefulness and limitations of these quantitative statistics for evaluating the dispute resolution system. The extent to which these numbers mesh with what is known about China and the performance of its legal system is explored. The paper next contemplates which of these quantitative measures might be useful metrics for comparing the Chinese system over time or against dispute resolution systems in other countries. Towards this end, quantitative studies of the performance of US courts will be considered, and the author will evaluate whether comparisons of the quantitative measures from China and the US are consistent with what is known about the actual performance of those systems. This will help test the veracity of these measures.

The paper concludes with a list quantitative measures that may be used to evaluate and compare various labor dispute resolution systems.

**The CBR-LRI Dataset: Methods, Properties and Potential of Leximetric Coding of Labour Laws**

S Deakin, Z Adams, P Bastani and L Bishop

Leximetric data coding techniques aim to measure cross-national and inter-temporal variations in the content of legal rules, thereby facilitating statistical analysis of legal systems and their social and economic impacts. In this paper we explain how leximetric methods were used to create the CBR Labour Index (CBR-LRI), an index and related dataset of labour laws from around the world spanning the period from 1970 to 2013. Datasets of this kind must, we suggest, observe certain conventions of transparency and validity if they are to be usable in statistical analysis. The theoretical framework informing the construction of the dataset and the types of questions which it is are designed to answer should be made explicit. Then the choices involved in the selection of indicators, the definition of coding algorithms, and the aggregation and weighting of data to create composite measures, must be spelled out. In addition, primary legal sources should be referenced, and it should be clear how they were used to generate reported values. With these points in mind we provide an overview of the CBR-LRI dataset's main features and structure, discuss issues of weighting, and present some initial findings on what it reveals of global trends in labour regulation.

# 8. CONFERENCE THEMES AND TRACKS

## Overarching theme

The world of work is undergoing novel and rapid changes that will endure and potentially intensify. Driven by massive and continuous technological changes and globalization, the world economy has generated prosperity, yet also vast unemployment and underemployment, strikingly among the young; and global economic growth has yet to return to pre-crisis levels. Disparities in the global workforce remain striking and are reflected in trends that include the lower participation rates and wages of women; large numbers who continue to work in extreme poverty, particularly in low-income countries; growing migration for work; and an urgent need to ensure decent care for a rapidly expanding older population. Yet in responding to these challenges, policy-makers confront novel features of working life and governance: the urgent need to secure employment-led paths to economic development; intensifying downward pressures on working conditions and the challenges of establishing floors of minimum social protection and labour conditions; the internationalization of production through Global Value Chains (GVCs); and the sustained presence of informal work, including through new forms of contracting for waged labour.

To respond effectively to these new and lasting challenges, the United Nation's International Labour Organisation (ILO) has launched a Future of Work Initiative as a global process of reflection on the future of working life. An element of activities to mark the ILO's centenary in 2019, the Future of Work Initiative is helping to guide the ILO's efforts towards social justice as the Organization enters its second centenary.

This years' RDW Conference centres on the ILO's four Centenary Conversations: (i) work and society; (ii) decent work for all; (iii) the organization of work and production; and (iv) the governance of work (see Conference Tracks below). The overarching aim of the Conference is to provide concrete guidance for the future activities of the ILO. It therefore offer participants the opportunity to influence global policy.

## Track 1: Work and society

*Coordinators: Laura Addati (ILO), Christina Behrendt (ILO), Sean Cooney (ILO), Kea Tijdens (AIAS)*

Track I explores the changing interaction between work and society. Paid work serves a key economic function, enabling people to meet the material needs of themselves and their families so as to participate actively in society. More broadly, work can be a key site of social connection, and, where it occurs in decent conditions, a positive aspect of individual identity. However, the ongoing transformation of work, employment and the labour market is reconfiguring the relationship between work and society. While new forms of work open up improved economic and social opportunities for those with the relevant skills, they also risk leaving many people impoverished and excluded. Blurring boundaries between work and private life may allow some to better balance work and family, yet others continue to struggle with the unequal distribution of unpaid work, including care work, which remains among the key drivers of inequality.

Papers in this track will address the transformation of the work/society relationship through one or more distinct disciplinary perspective(s) (economic, political, sociological, psychological, and so on).

While all papers on this topic are welcome, there are several issues that the Track I sessions will seek to address:

- *The work/life relationship*: What are the implications of the blurring of boundaries between work and private life (including through the use of technology to extend work interactions beyond the physical workplace), and what are its effects on paid and unpaid work, and on work-family balance?
- *The social aspects of work*: What are the implications of new forms of work on the social aspects of work, considering that some new forms risk leaving individuals isolated, insecure and alienated, while other forms promote greater individual autonomy and participation? How can the relationship between work and society be moulded in a way that opens up economic and social opportunities for all?
- *Education and learning*: How can changes in skill requirements be addressed so that individuals, especially the most disadvantaged, can benefit from new labour market conditions? How to tackle the challenge of collecting reliable information on the demand for skills and the capacity of education and training systems to educate for these skills?
- *Social protection systems*: How can social protection systems respond to profound changes in the labour market and in society, and how can they facilitate structural transformation and inclusive development? How can social protection systems adapt to the requirements of changing employment patterns, and ensure coverage for all and adequate levels of protection? What is the role of social protection in promoting the transition from the informal to the formal economy? How can social protection systems address the extent and distribution of unpaid care work and support its reduction and redistribution?
- *Renewing the social contract:* In view of the evolving role of work and employment in society, whether and how can the social contract be renewed to foster more equitable societies and a fairer distribution of resources? What are the implications for economic, social and fiscal policies?

## Track 2: Decent jobs for all: new jobs for the future and their nature

*Co-ordinators: Sukti Dasgupta (ILO), Ekkehard Ernst (ILO), Praveen Jha (Centre for Informal Sector and Labour Studies), Christiane Kuptsch (ILO), Agustín Escobar Latapí (CIESAS Occidente), Anne Posthuma (ILO), Ninna Nyberg Sørensen (Danish Institute for International Studies)*

As labour markets around the globe recover, albeit slowly, from the deepest crisis of the past few decades, new challenges are creating potential constraints for the world of work today and in the future. Technological change, globalisation of production and consumption, aging societies and a shift in population growth from developed to emerging and developing countries, along with heightened environmental risks, create new challenges for the world of work. Global unemployment remains stubbornly high, especially for young people. Labour income shares continue to decline. Non-standard forms of employment are on the rise, and wage employment has lost momentum, with self-employment and informality spreading even in advanced industrialised economies. Rent-seeking by special interest groups has further contributed to an inequitable growth in earnings and decent jobs. Furthermore, jobs are not necessarily where workers are, and rising inequalities have created incentives for workers to migrate. In turn, migration has highlighted issues of access to labour markets and the need for a better connection between education systems and business models.

This objective of this Track is twofold:

- Firstly, it promotes a better understanding of the sources of new jobs for full employment. How can the still large jobs gap resulting from the crisis be closed, and new employment be generated

for the 40 million young workers who will enter the labour market every year over the next decade? Which sectors, industries and occupations are likely to expand and what can policy makers do to help the transition of workers into these new jobs? What will it take to realize the potential of the green economy? Ageing societies have special needs in terms of investment and consumption that can be a motor for job creation - what is the jobs potential of ageing societies? How can progress in reducing working poverty be accelerated to achieve the *Sustainable Development Goals* by 2030?

- Secondly, the Track reflects on innovative methods of generating equitable access to available work and of compensating it fairly. For example, what policies need to be pursued so that education and training systems continue to improve their capacity to anticipate and respond to skill needs? What measures need to be taken with a view to meaningfully recognising the skills of migrant workers? What are the linkages with, and implications for, human mobility in this regard? How do we address labour market segmentation along gender and ethno-national lines when it becomes difficult to implement non-discrimination standards for lack of a comparator? To what extent can and should unpaid work be transformed into remunerated occupations in personal care services or have a more gender-balanced distribution? Would social economy approaches suit the needs of ageing societies better than the existing economic models?

## Track 3: The organization of work and production: challenges for decent work

*Coordinators: Uma Rani (ILO), Janine Berg (ILO), Gerhard Bosch (IAQ), Jill Rubery (FairWRC)*

In an increasingly globalised economy, technological advancement and competitiveness are bringing forth rapid changes in the organization of work and production. Geographical fragmentation and the expansion of global supply chains have meant that multiple enterprises are involved in the production of goods and services, with work diffused through a network of entities and individuals, and blurred lines of responsibility. In addition, regulatory gaps and changes in labour regulations as well as other tax and social policies, have also contributed to the growth of "non-standard" forms of work, including triangular employment relationships, disguised and dependent self-employment, and "on-call" work. These developments have weakened the labour standards of core workers as well as contributing to a growing 'informalization' of the labour market. While some organizational changes have brought benefits to businesses, in terms of cost-saving and greater efficiency, they pose challenges to existing business models and, most importantly, to the social protection and labour rights of workers, as they often circumvent the existing regulatory framework, operating in some instances in an unregulated environment. Coupled with limited laws and regulations governing the responsibility of general contractors for sub-contractors, crowd-work, triangular employment relationships or dependent self-employment, the end result is an increase in insecure work. Thus the changes in the organization of production risks undermining the employer-employee working relationships that form the basis of international labour standards and national labour laws, with profound consequences for social justice.

Track III will address the challenges that shifting organizational practices pose for the world of work, with a view to devising policy responses. Papers addressing the following questions are welcome:

- What are the implications of the changing organisation of work and production on working conditions, intensity of work, worker well-being and work-family balance?
- How can income security for workers be ensured as work and production become increasingly fragmented? What mechanisms are needed to ensure employer-responsibility across global supply chains? What kind of policies and institutions are needed to ensure that workers have

sufficient labour income and social security coverage? How do we establish fair pay and regular work and working time within fragmented and globally-dispersed labour markets?

- What is the impact of the changing organisation of work and production on the incidence of home-based work? What policies are needed to ensure that home-based workers have sufficient labour protection?
- How can existing unions and new forms of organisation help in promoting the welfare of precarious workers and protecting their rights'?

## Track 4: The governance of work: labour regulation's complex future

*Coordinators: Colin Fenwick (ILO), Susan Hayter (ILO), John Howe (CELRL), Deirdre McCann (DLS)*

As the global economy rapidly evolves, the question of law's response has become both vital and complex. Legal regulation is a crucial component of effective policies towards socially just development. Yet the array of challenges captured in the *Future of Work* initiative are accompanied by complexities in securing effective legal regulation. These challenges - which are also crucial research questions for the interdisciplinary study of legal regulation - include: the role of labour law in employment creation; the enduring challenge of effective enforcement, in particular in financially-constrained states; the expansion of 'non-standard' forms of employment, including through the rise of the 'gig economy'; the destabilising of once-secure rights through vocal challenges to tripartism, collective bargaining, and the right to strike; the myriad modes through which working relations evade regulatory regimes, particularly in the global South, that are captured in the notion of the 'informal economy'; the impact of austerity policies on worker protections and job quality; the challenge of effectively measuring and comparing the impact of regulatory regimes; the relationship between CSR initiatives and state-led interventions in the regulation of Global Supply Chains; and the most effective role and form of transnational standards, including those that emanate from the ILO.

Track IV will reflect on these crucial questions. The aim is to propose an agenda for the future regulation of the global economy as a contribution to the ILO's *Future of Work* initiative. Papers are therefore expected to be policy-oriented in an expansive sense, by either proposing strategies and mechanisms to regulate modern labour or empirically evaluating existing regulatory frameworks.

## Special session 1. Better Work in Global Supply Chains: implications for the future of work

Harnessing labour regulation to achieve decent work alongside competitiveness in a changing world characterised by transnational employment relations in global supply chains (GSCs) is a critical question for analysis and policy. Given the importance of this issue, Special Sessions with a focus on labour in GSCs and on the Better Work programme (a joint ILO-IFC initiative) have featured in the Regulating for Decent Work Conferences since its inception in 2009. Each session has explored different dimensions, sectors and country case studies in GSCs research. At the 2017 Conference, the GSCs RDW Session will focus on two core issues: The specific opportunities and challenges for decent work and inclusive growth created in labour intensive global supply chains, including lessons learned for policy and practice from the empirical experience of the Better Work programme; Examining the dynamic transformations of GSCs in their structure, geographical location and operation as well as the implications (now and in the future) for workers, government and employers. The choice of this dual focus arises in the context of two important events for the ILO - the Centenary Initiative on the Future of Work and the General Discussion on Decent Work in Global Supply Chains held during the International Labour Conference in June 2016, which produced a renewed mandate for the

Organization to play a pivotal role in ensuring decent work in GSCs. In this light, papers in this Special Session will address research questions related to decent work in GSCs, such as: Empirically-driven contributions to understanding the implications of jobs in GSCs for workers' lives beyond the workplace: How has the Better Work programme affected workers' families and communities? What are the impacts of quality jobs in global supply chains on changing societal norms? Analyses of decent work dimensions of jobs in GSCs: What do jobs in GSCs mean for workers in terms of wages, health services, and voice and empowerment? What is the outlook for the sustainability of changes brought about by Better Work? More broadly, what policies and practices can ensure that global supply chains deliver on their potential? The changing nature of the organization of work and production: What are the recent transformations taking place in GSCs and how do they affect work and production patterns now and in the future? How do GSC interventions such as Better Work influence firm behaviour and strategy and impact productivity? How can changes in the organization of work and production stimulate a move from a 'low road' to a 'high road' to development? How can lessons from Better Work translate in other labour intensive supply chains? Governance opportunities and challenges in GSCs: What global governance mechanisms and configurations can deliver win-win scenarios for workers, suppliers and brands alike in GSCs? How is the ILO positioned as a global governance actor in GSCs in the aftermath of the ILC 2016 General Discussion? How can greater synergies and coherence be built between different governance initiatives in the public, private and social spheres? Which governance approaches, such as Better Work, have shed light on work outcomes in global supply chains?

## Special session 2. The future of globalization and decent work in Asia

The advent of globalization creates new opportunities for economic growth of some developing countries. However, there is enduring concern about the impact of globalization on works and workers. The internationalization of production through global supply chains (GSCs) has triggered significant changes in the quality of jobs and in labour relations in Asian countries. While some point to the positive impacts of globalization on labour, others argue that globalization centres exclusively on the use of low-skilled workers and maximizing labour cost-savings. Given these conflicting views, this RDW Session will support an open discussion on the future of globalization and its contribution to decent work, particularly in Asian countries. The policy areas for discussion will include the freedom of association and the right to effective collective bargaining, the abolition of child labour and forced labour, the promotion of non-discrimination and equality, occupational safety and health and working time arrangements, as well as the need for effectively structured minimum wage regulation and effective wage protection measures that can shield workers and their families from income insecurity.

## Special session 3. Unacceptable Forms of Work (UFW): global dialogue/local innovation

The International Labour Organization (ILO) has called for workers to be protected from unacceptable forms of work (UFW): jobs that "deny fundamental principles and rights at work, put at risk the lives, health, freedom, human dignity and security of workers or keep households in conditions of extreme poverty." This policy agenda responds to growing awareness that an expanding segment of the global workforce is in insecure, detrimental and low paid labour, and that historically-disadvantaged groups, including women, migrant workers, working class communities, and ethnic minorities, are disproportionately found in precarious jobs. The growth in UFW contributes to the rising inequality that has galvanised contemporary debates on economic life. Yet the policy and regulatory strategies that can effectively eliminate UFW have not yet been identified. The project on Legal Regulation of Unacceptable Forms of Work responds to the urgent need to combat UFW. Phase I of the project generated a Multidimensional Model that (1) identifies the dimensions of UFW (2) empowers local

actors to determine priorities and (3) proposes strategic regulatory responses with substantial and systems-wide effects (Fudge and McCann Unacceptable Forms of Work ILO 2015). Phase II of the project, the subject of the RDW Session, will investigate legal initiatives on UFW in a number of countries, including by empirically testing the Multidimensional Model, to derive insights on effective regulation. An interdisciplinary and impact-centred project, it brings together scholars and policy-makers with the aim of generating meaningful reforms in the design and implementation of domestic and international laws that can reach the most disadvantaged in the global workforce.

## Organized session 1: Migration and Work

The relationship between migration and work has been transformed in recent decades, most notably through growth of temporary and employer-sponsored visa schemes, the introduction and expansion of cross-border labour mobility zones, and a geographical shift in the main sources and destinations of migration. These changes have produced major political challenges with policymakers struggling to balance the perceived disruptive impacts of labour migration with the potential economic benefits. Despite evidence of international convergence in industrial relations and other areas of labour market policy, there are differences in the national regulation of labour immigration. For example, diverse regulatory approaches are evident in relation to the workplace rights of undocumented and other migrant workers. There are distinct selection policies for different categories of labour migration, such as higher-skilled compared to lower-skilled, temporary compared to permanent and employer-sponsored compared to non-sponsored. Free movement of labour in the European Union and labour mobility provisions in free trade agreements have created transient workforces with implications for worker rights, employer practices and local labour markets. At the same time, there are important distinctions between the intentions versus the outcomes of labour immigration policies. For example, visa regulations are focused on workers that enter the receiving country through 'front doors' or dedicated labour migration schemes, However, in many countries there has been gradual opening of 'side door' visa schemes that fall outside of the formal scope of official labour immigration policy, such as visas for students with limited work rights, as well as 'back doors' for unauthorised migrants without any right to work. The distinction between primary and secondary immigration and gendered dimensions of immigration policy are also important, particularly given the lack of research on the working experience and labour market impact of partners who accompany migrant workers. While many governments seek to encourage immigration to address labour market needs, migrant workers are commonly among the most vulnerable workforce groups. However, the labour market impact of immigration and the workforce experiences of migrants diverge, depending on their skills, employment and migration regulations and institutional arrangements, and the strategies of unions and other representative groups for organising, protecting and mobilising migrant workers. There are new developments in migrant worker representation. The traditional restrictive positions of trade unions towards immigration in many countries have shifted in recent years towards more inclusive approaches. However, the capacity of unions to organise and represent migrant workers, particularly in low-wage sectors, has been tested, with new forms of non-traditional collective representation emerging in the form of worker centres and community organisations. This symposium on 'Migration and Work' includes papers on the experience of migrants in the labour market, the impact of migration on managerial practices and the labour market, and the influence of institutions and regulations in shaping these outcomes. The papers aim to advance academic insights and theory in relation to several key themes including: the legal and regulatory dimensions of labour migration; the role and responses of institutions particularly in relation to the relationship between labour market, skills and social policy, on one hand, and migrant workers, on the other; the function of firms, intermediaries and managerial practices in the labour migration process; international comparisons; and the gendered dimensions of migration.

## Organized session 2: Decent Work in Agricultural Production Systems: An Interdisciplinary Approach

Proposal for a Special Session Decent Work in Agricultural Production Systems: An Interdisciplinary Approach The decent work deficit is exceptionally large in agriculture. It pertains to smallholders, landless laborers and workers in processing and retailing. Economic upgrading seems to be not sufficient for better working conditions. The elimination of the decent work deficit requires strategies of social upgrading. But how can one achieve social upgrading given the challenges of asymmetric power relations on different political scales as well as a widespread lack of skills for dealing with the requirements of increasingly global supply chains? The Special Session will address this question from an interdisciplinary and comparative perspective: economics, gender studies, management, political science and sociology with experiences from India and Pakistan. The following persons have signaled their interest to participate: • Dr. Saira Akhtar, Associate Professor, Department of Rural Sociology, Faculty of Social Sciences, University of Agriculture Faisalabad o Topic: Women in agriculture – Lack of Access to Assets. The decent work deficit for women in agriculture is especially pronounced. One major factor is the traditional gender regime which is denying women access to important resources. The paper identifies the access barriers, shows their impact and explores strategies for overcoming the barriers. • Dr. Mubashir Mehdi, Assistant Professor of Supply Chain Management, Institute of Business Management Sciences, University of Agriculture, Faisalabad, Pakistan University of Faisalabad o Topic: Challenges of Linking Farmers to Markets The paper proposes a "whole chain" to improve the competiveness of the rural enterprises within global production systems. The rural development approach, which was previously focused on improving the productive capacity of rural producers in isolation, needs to be revisited in a more holistic way to emphasize the interdependency of the on-farm activities and those further downstream in the marketing system. The rural development approach therefore has to be conceptualized as "learning and innovation network" which holds production challenges "inside" to the rural areas with opportunities "outside" in the external environment or "marketing". • Dr. Meenakshi Rajeev, Professor, Center for Economic Studies and Policy, Institute for Social and Economic Change, Bangalore, India o Topic: Decency of Primary Occupations in Fisheries Sector in India Presence of a large network of intermediaries in the value chain of the fisheries sector reduces the share of the pie of its primary workers, i.e. the fishermen. This puts at risk the ability of the industry to provide even basic sustenance to the fishermen. Low levels of remuneration and work quality may reduce productivity and disallow labor from being in adequate supply to the industry in the future. The paper assesses these conditions through the use of ILO indicators using the data from the National Sample Survey Organization (NSSO) of India. • Dr. Debdulal Saha, Assistant Professor, Labour Studies, Tata Institute of Social Sciences, Guwahati Campus, Assam, India o Topic: Victims of Cartelization: Small Tea Growers Next to the traditional large tea plantation, small "tea gardens" have been established in many areas of Eastern India. The tea plantation workers are the lowest paid in the plantation sector. Based on extensive field work, the paper assesses the power relations in the tea value chain. It shows that cartelization of buyers in the auctions do not allow tea prices to rise even though there may be high demand.

## Organized session 3: Decent Work and Global Industrial Relations

This proposed Special Session is construed around recent developments in industrial relation and labour regulation and combines a global perspective with national reflections from countries in different stages of industrial development, (Cambodia, Portugal, Italy and Sweden) with a regional perspective from the EU. A general, common thread is the strife for developing, improving, maintaining or adjusting industrial relations models in order to reflect the increasing globalized labour market yet providing adequate and decent work for both core and peripheral workers across the Globe. While globalization over the past decades has developed into a significant aspect of most

sectors of industry and multinational companies have established global, but yet primarily internal, corporate social responsibility regimes, major aspects of industrial relation, collective bargaining and labour legislation and, not least, the implementation and enforcement of such regulation still fail to reach beyond the national borders. Even within the EU, cross-border industrial relations – and indeed basic cross-border labour legislation – remain premature. The panel explores, based on a labour law and industrial relations perspectives, recent development in the field. While the call for decent work is Global, the paths towards – or away from – such work differs between different parts of the world and the panel presents perspectives and recommendations corresponds to this variety. The diversity within the panel, from Cambodia to Sweden, reflects different aspects of enforcement of regulation for strengthening decent work. The decline or decrease of labour rights in parts of (southern) Europe after the financial crisis, and the pressure on European industrial relations models, are discussed in relation to the limited emergence of Southeast Asian collective partners in the example of Cambodia. While the Scandinavian models still provides significant labour protection for core workers, but less so peripheral workers, the dismantling of collective and individual rights in Southern Europe fail to secure general support for decent work more generally. The Cambodian situation, supported by the ILO Better Factory Cambodia (BFC), is currently less-protective due to the lack of adequate national industrial relations and transparent legal institutions. Labour reforms, corporate focus on global labour rights in producing countries and the emerging aspect of global industrial relation is likely to affect all these different national situations, mainly the Cambodian, but most likely the Scandinavian and South European as well.

## Organized session 4: Social Protection and Human Rights

Background Social protection is one of the four pillars of decent work and a key determinant of social development and wellbeing. In combination with their inclusion in the SDGs, social protection systems will be most likely to deliver on their transformative potential if they have solid foundations in human rights. And indeed, under international human rights law, states are legally obligated to establish social protection systems and to apply a human-rights-based approach (HRBA) in all phases of policy making and programming. Objectives This session will present experiences of applying a HBRA in the design and implementation of social protection policies in different country and regional contexts. It aims to raise awareness of researchers, policy makers and international organizations on the need and practical ways to ground social protection and labour policies in human rights, and it seeks to deepen the knowledge on the linkages between social protection and human rights through concrete empirical studies. Presenters will focus on the potential of a HRBA to social protection and new emerging issues related to the future of work; gender equality and the rights of women and girls in social protection systems related to care; the challenges of integrating a HRBA to migrant policy in contexts where migration is largely managed on the basis of economic and political interests of host countries; experiences with a HRBA to social protection in recent Asian reforms; and how to include persons with disability into social protection systems. The special session is in relation with the web-based platform socialprotection-humanrights.org, which has been designed to provide expert legal and development resources on how to better align social protection and human rights.

## Organized session 5: On-call work and related forms of casual employment in developed economies

This special session is on the rise in the use of on-call work and related forms of casual employment in developed economies over the past decades, and its implications for workers. It will begin with an introduction providing the context of these studies and explaining how on-call work overlaps with part-time work and casual work. Abigail Adams and Jeremy Prassl will focus on the most well-known form of on-call work: zero-hours contracts as they are used in the United Kingdom. Michelle O'Sullivan

(name to be confirmed) will then present the report A Study on the Prevalence of Zero Hours Contracts among Irish Employers and their Impact on Employees, published by the University of Limmerick. This study shows that zero-hours contracts are regulated in Ireland and that (as a consequence?) firms tend to use alternative forms of employment, the so-called “if and when” contracts. The third presentation, by Iain Campbell, will focus on recent developments in the use and regulation of zero-hours contracts in New Zealand and address similar forms of casual work in Australia. The fourth presentation, by Elaine McCrate, will cover just-in-time scheduling practices and other forms of on-call employment in the United States. Finally, Susanne Burri will address the use and regulation of on-call work in the Netherlands. The latter example is of particular interest: although the country is well known for its good quality part-time work, part of its workforce is engaged in employer-oriented flexible arrangements such as zero-hours or min-max contracts that will be discussed during the presentation. Given that there are five presentations, this may need to be organized as two successive sessions.

## Organized session 6: Flexible Work Arrangements and Their Effects on the World of Work

This proposed special session considers different forms of flexible work arrangements and their effects on the world of work. The papers presented at the session will focus on themes from both Track I (Work and society) and Track III (The organization of work and production). In particular, they will address the work-life relationship, such as the blurring of boundaries between work and private life and its effects on work-life balance, and the implications of changing organization of work and production on working conditions and worker well-being. Brief abstracts of the three papers to be presented during this session are presented below. The first paper examines the effects of flexible working, particularly flexi-time arrangements, in the United Kingdom. Despite the large number of studies that examine the consequences of flexible working, rarely do these studies examine whether there are differences across different groups of workers in the consequences. Previous studies have shown that for men flexible work arrangements may lead to increased working hours and spill-over, while this may not be the case for women. However, this discrepancy may mostly be due to the care demand context the worker is in; therefore, care/family context may be more important. This paper uses the data from the UK’s Work Employment Relations Survey 2011 to examine whether flexible working can influence the work-family conflict of workers, and how this relationship varies depending on the gender and family/care context. The second paper reviews part-time work and its effects (NOTE: The focus is on regular part-time work to avoid overlaps with the session on ""on call"" work proposed by Janine Berg). While part-time work can be a means to bolster labour market participation–by allowing workers to better reconcile paid work with other personal obligations–it is also associated with significant inequalities. Notably, it can result in poorer job quality, career prospects, access to social protection, and wage rates–i.e. the “part-time pay penalty”. These inequalities disproportionately affect women–who make up the 57 per cent of part-time workers globally (ILO, 2016)–relegating them to a disadvantaged position in the labour force and in society. This paper surveys current trends in part-time work in developed and developing countries; examines their drivers and effects on working conditions and equality; and makes a number of policy recommendations to reduce the inequalities and facilitate the transition between part-time and full-time work. The third paper considers the effects of telework/ICT-mobile work (T/ICTM) on the world of work. T/ICTM can be defined as the use of ICTs to perform work outside the employer’s premises. New information and communications technologies, such as smartphones and tablet computers, have revolutionized work and life in the 21st Century. The constant connectivity enabled by these devices allows work to be performed at any time and from almost anywhere. This paper will draw on the joint ILO-Eurofound report, Working Anytime, Anywhere and Its Effects on the World of Work (Forthcoming 2017), which synthesises the findings of national studies from 15 countries – Argentina, Belgium,

Brazil, France, Finland, Germany, Hungary, Italy, India, Japan, the Netherlands, Spain, Sweden, the UK and the US, plus the European Working Conditions Survey 2015, to consider the effects of T/ICTM on working time, work-life balance, occupational health and well-being, and individual and organizational performance. The ambiguous and even contradictory effects of T/ICTM on working conditions represent a current, real-world example regarding the challenges of the future of work.

## Organized session 7: The Competition for Global Investment: High Stakes for Regional Actors in Terms of Jobs, Institutions, Ecosystems, Sustainability and Democracy

The Competition for Global Investment: High Stakes for Regional Actors in Terms of Jobs, Institutions, Ecosystems, Sustainability and Democracy This special session brings together original empirical research on efforts by economic regions to ensure their prosperity through Foreign Direct Investment (FDI) and economic and social upgrading. The particular focus is on institutional experimentation to achieve better jobs and more inclusive and sustainable economies. Do regions enter the global competition for investment by diluting or reinforcing economic and social regulation? Do they seek to construct ecosystems around training and social skills? Are different stakeholders involved in or excluded from these processes? What are the implications for better work? This session will focus on developed and transition economies, with particular attention to how regional actors and FDI actors engage in institutional experimentation.

## Organized session 8: Reducing precarious work in Europe through social dialogue: Case studies and policy lessons

Precarious work is a headline agenda issue for policymakers and social partners alike across Europe. Although often characterised as concentrated in a peripheral segment of the labour market, since the economic crisis problems of precarious employment have become increasingly widespread, affecting a wider range of workers' labour market experiences. The papers in this proposed session argue that all forms of employment may be at risk from poor working conditions and insecurity related to country-specific combinations of 'protective gaps' in employment rights, social protection, representation and enforcement of rights. The extent to which work is precarious varies by country and relates to the weakening of employment protections, restricted social protections, greater employer use of subcontracting and false self employment, inequalities among standard and non-standard employment forms, diminished capacities to exercise collective voice and reduced government resources for enforcing the law. These changes pose significant long-term problems for all stakeholders, especially employers, governments, trade unions and civil society organisations. Not only do they risk growing labour market segmentation, as policies to deregulate and level down standards often impact more on those in already precarious work, but they also undermine efforts to sustain and develop 'high road' models equipped for today's grand challenges of technical change, global competition and a properly resourced, modern welfare state. To explore these issues, this session will host three research papers with original data and analysis selected from six countries - Denmark, France, Germany, Slovenia, Spain and the UK. Following a short overview introduction on the analytical framework of 'precarious work as protective gaps', the three papers will each address a specific employment form as follows: i) part-time variable hours work; ii) temporary work; and iii) subcontracted work (including false self employment). Each paper will review the coverage and effectiveness of systems of protection for the specific employment form and draw upon case-study data to investigate how precariousness may be reduced through diverse forms of social dialogue. Case studies were conducted at sector, workplace and supply chain levels in the six countries and reveal promising mechanisms for advancing social protection rights, reducing ambiguities in employment status, closing enforcement gaps, negotiating social value procurement rules, and giving voice to

vulnerable workers. Forms of social dialogue are diverse, involving traditional channels of union-employer collective bargaining as well as novel and innovative forms of collaboration involving multiple stakeholders, such as government agencies, civil society organisations, regional and local government and training bodies. The combined research evidence from these papers contributes to international policy debates by demonstrating both the potential for European regulatory regimes to promote or mitigate precariousness at work and the scope for social dialogue to create more inclusive labour markets in contradiction to the perception that social dialogue always protects those in stronger positions in the labour market, the so-called insiders.

## Organized session 9: Intermediaries, digital platforms and domestic work

Non-standard forms of employment have become a contemporary feature of labour markets around the world, a finding most recently documented in an extensive ILO report on the subject. Non-standard employment comprises four different employment arrangements, namely, temporary employment, part-time and on-call work, multi-party employment relationships, and disguised or dependent self-employment. For most workers, it is also associated with insecurity. These characteristics describe much of the work performed in the domestic work sector. The ILO estimates the sector as having one of the highest shares of informality, including many manifestations of non-standard employment. In most cases, the work by its very nature is temporary, part-time, with much work performed on-call. In many countries, domestic workers also work in multi-party employment relationships, and, in recent years, digital platforms have played an increasing role in matching domestic workers to households. But while the working conditions of domestic workers, and the drivers of informality and formality are increasingly well understood, much remains to be learned about the role that these intermediaries are playing in the sector. This trend comes at a time when the majority of domestic workers remains excluded from the labour law either wholly or partially. Ageing populations, increased female labour participation, and the rolling back of social protection for households in need of care indicates a future increase in the demand for domestic work, including home-based care. Such contexts provide fertile ground for the growth of domestic work intermediaries. This panel explores the role and impact of intermediaries – defined as enterprises, agencies (public or private), online platforms, cooperatives or other institutions – in domestic work. What impacts are they having on working conditions? What positive outcomes have been observed, and under what conditions were such positive outcomes possible? What potential do these intermediaries have to facilitate organizing and collective bargaining? Three papers will share insights on these questions. Hobden presents the results of research examining the role of intermediaries in formalizing domestic work, and suggests conditions under which such intermediaries can play a positive role in formalization, service provision and improvement of working conditions. Hunt explores the rise of on-demand domestic work platforms, the experiences of domestic workers using them in India, South Africa, Mexico, and possible strategies to ensure domestic workers get a fair deal. Burnham and Shah explore the possibilities and pitfalls of organizing domestic workers in the gig economy in the United States.

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# Organizational hosts

The International Labour Office
Centre for Employment and Labour Relations Law (CELRL) - University of Melbourne, Australia
School of Social Sciences (SSS) - Jawaharlal Nehru University, India
Durham Law School (DLS) - University of Durham, UK
Fairness at Work Research Centre (FairWRC) - University of Manchester, UK
Institute for Advanced Labour Studies (AIAS) - University of Amsterdam, Netherlands
Institute for Applied Economic Research (IPEA) - Brasilia, Brazil
Institut Arbeit und Qualifikation (IAQ) - University of Duisburg-Essen, Germany
Korea Labor Institute (KLI) - Seoul, Korea

## 10.FELLOWSHIP WINNERS

The RDW Committee is pleased to announce that RDW fellowships are granted to the following researchers (alphabetical order):

Adikaram, Arosha S. “Is it just a facade? Legislation related to trade unions in Sri Lanka”

Alfers, Laura “Informal Workers and the Future of Social Protection”

Bernardi Kalil, Renan “Labor law and the sharing economy: do they match?”

Choudhary, Akanksha “Experience of domestic violence by young women in India: does the nature of occupation plays any role?”

Da Silva, Victor “The uberization of work and the legal subordination: the Brazilian case”

Dias, Sonia Maria “Formalization from the Ground – creating jobs within urban solid waste systems: the case of waste pickers´ cooperatives”

Dube, Engida Esayas “Socioeconomic Vulnerability and Livelihood Strategies of Street Vendors in Dire Dawa City, Eastern Ethiopia”

Escoto Castillo, Ana Ruth “The educational mismatch in Latin America. Hindrance or catalyst of labor exclusion?”

Gangadhara, Manjunath “Caught in the Regulatory labyrinth. Enforcing Sexual harassment law in India”

Giri, Amit Kumar “Labour Conditions in Global Value Chains in India: The Case of Handknotted Carpet Manufacturing Cluster”

Kenfac Dongmezo, Paul Brice “Non-standard forms of employment among youths in SSA Countries: Prevalence and Implications on Wages”

Kesar, Surbhi “Subcontracting Linkages in the Informal Economy in India: Analyzing the Implications for Inclusive Growth”

Khair, Rizwan “Employment generation, Social Security and Decent Work for Street Vendors: Experience from Bangladesh”

Laha, Somjita “Governing the Reverse Supply Chain of (Informal) E-waste Management”

Mehdi, Mubashir “Value Chain Development and Social Upgrading: A Case of Pakistan Mango Industry”

Munyo, Ignacio “Free Trade with China: Is really there a risk for employment in Latin America?”

Rogan, Michael “Urban Regulation and Income Stability for Self-Employed Workers”

Sengupta, Anindita “Status of Home-Based Workers in the Post-Reform Period in India”

Sha, Dung Pam “The Condition of Work in the Mineral Extractive Industrial Sector in West Africa”

Yabushita, Natenapha “Women in Business in Thailand:  High Participation without EEOs and the Sufficiency Economy”

11.RDW PRIZE

# The Centre for Employment & Labour Relations Law Prize

This Prize is sponsored by the Centre for Employment and Labour Relations Law at the University of Melbourne and will be awarded to the author(s) of the best conference paper from a developing country. The Prize will be awarded at the conclusion of the RDW conference.

## Eligibility

A sub-committee of the RDW Organising Committee assessed papers by researchers from institutions in emerging economies, focusing on less well-established academics. Invited papers presented in plenary sessions were not eligible.

## Criteria

The criteria on which the decision was based were:

- Substantive rigour of research and analysis
- Engagement with the conference themes
- Creative or imaginative contribution of the relevant academic discourse

## Prize

The prize is the reimbursement of research-related expenses of up to 1,000 US dollars.

## Announcement and award

The winner will be announced during the closing ceremony of the conference
(5 July, 17.30-18.00).

## 12.PARTICIPANT LIST (ALPHABETICAL BY LAST NAME, AS OF 28 JULY 2017)

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| D. | Seligson | Retired ILO official | Finland |
| R. | Semenza | University of Milan | Italy |
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| D. | Sha | University of Jos | Nigeria |
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| M. | Thomas | York University | Canada |
| L. | Thornthwaite | Macquarie University | Australia |
| K.G. | Tijdens | University of Amsterdam/AIAS | Netherlands |
| A. | Todoli-Signes | University of Balearic Island | Spain |
| M. | Tomei | International Labour Office | Switzerland |
| A. | Torriente | International Labour Office | United States of America |
| M. A. | Tranfaglia | University of Melbourne | Australia |
| M. | Travieso | International Labour Office | Switzerland |
| M. | Trueba | University of Sussex | United Kingdom |
| I. | Tsuruga | International Labour Office | Switzerland |
| J. | Vallistu | Government of Estonia | Estonia |
| K. | van Treeck | University of Göttingen | Germany |
| B. | Varkkey | Indian Institute of Management Ahmedabad | India |
| R. | Vazquez-Alvarez | International Labour Office | Switzerland |
| J. | Velasco | International Labour Office | Chile |
| G. | Vernon | University of Southampton | United Kingdom |
| V. | Viajar | Labour Research Institute | Philippines |
| P. | Villa | University of Trento | Italy |
| A. | Vinas | Faculty of Social Sciences | Spain |
| D. I. | Visan | French Institute for Sustainble Development | France |
| H. | Voskeritsian | University of the West of England | United Kingdom |
| N. | Wailerdsak | Thammasat University | Thailand |
| D. | Walter | International Labour Office | Trinidad and Tobago |
| U. | Walwei | Institute of Employment Research (IAB) | Germany |
| T. | Warnecke | Rollins College | United States of America |
| L. | Watson | English Collective of Prostitutes | United Kingdom |

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| C. | Weinkopf | University Duisburg-Essen | Germany |
| C. | Welz | Eurofound | Ireland |
| Z. | Wen | Lingnan University | Hong Kong |
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| I. | Williams Jimenez | Institution of Occupational Safety and Health | United Kingdom |
| H. | Winkler | The World Bank Group | United States of America |
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The fifth Conference of

# THE REGULATING FOR DECENT WORK NETWORK

Organized by the *International Labour Office.*

In collaboration with:
The University of Amsterdam: *Institute for Advanced Labour Studies* (AIAS),
The University of Duisburg-Essen: *Institut Arbeit und Qualifikation* (IAQ),
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The University of Melbourne: *Centre for Employment and Labour Relations Law* (CELRL),
The *Institute for Applied Economic Research* (IPEA) in Brasilia, Brazil,
The *Korea Labor Institute* (KLI) in Seoul, Korea.

The world of work is undergoing novel and rapid changes that will endure and potentially intensify. Driven by massive and continuous technological changes and globalization, the world economy has generated prosperity, yet also vast unemployment and underemployment, strikingly among the young; and global economic growth has yet to return to pre-crisis levels. Disparities in the global workforce remain striking and are reflected in trends that include the lower participation rates and wages of women; large numbers who continue to work in extreme poverty, particularly in low-income countries; growing migration for work; and an urgent need to ensure decent care for a rapidly expanding older population. Yet in responding to these challenges, policy-makers confront novel features of working life and governance: the urgent need to secure employment-led paths to economic development; intensifying downward pressures on working conditions and the challenges of establishing floors of minimum social protection and labour conditions; the internationalization of production through Global Value Chains (GVCs); and the sustained presence of informal work, including through new forms of contracting for waged labour.

The 5th RDW Conference will investigate key dimensions of the future of work, with a focus on identifying potential policy and regulatory responses, and with papers focussing on four thematic issues:

(i) Work and society;
(ii) Decent work for all;
(iii) The organization of work and production;
(iv) The governance of work.

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