Index

Africa 7, 224–5, 320, 322–3, 363–5, 376
see also individual countries
Argentina
  collective bargaining 111, 112, 331
  income inequality 7, 138, 158, 159,
    224, 235, 302
  part-time and temporary
    employment 152, 153, 186, 187
  youth employment 367, 375–6, 389
Asia 4, 6, 320, 322–3, 363, 364
see also individual countries
Australia
  income inequality 222
  minimum wage 125, 132
  part-time work 186, 187, 193, 194,
    200, 332
  redistribution policies 232, 234,
    246–7, 290–91
  Workplace Gender Equality Act
    331–2
  youth employment 366, 382, 390
Austria
  income inequality 19, 107, 222, 228
  part-time employment 188
  redistribution policies 232, 246–7,
    290–91
  temporary employment 154, 173
  wage premium for permanent
    contracts 155
  youth employment 363, 366, 382
Bangladesh 11–12, 23, 276, 348, 351
banking system, part public ownership
  81
Belgium
  collective agreements 108
  income inequality 155, 167–8, 222–3,
    227, 228
  part-time work 167, 189, 193–4, 199,
    332, 333
  redistribution policies 230–31, 232,
    234, 290–91
  youth employment 390
Bolivia 331
Brazil
  collective bargaining 7, 110–11,
    330–31
  conditional cash transfer
    programmes (CCTs) 12, 276,
    277, 381
  education provision 294
  female labor participation 293, 329,
    370
  income inequality 4, 55–7, 158–9,
    222–4, 276–7, 381
  minimum wage 101, 126, 133–4,
    136–7, 139–40, 329
  part-time employment 172, 187, 190,
    201
  redistribution policies 232,
    246–7
  temporary employment 152, 153
  youth employment 366, 368, 370,
    374–5, 389
Bretton Woods institutions 70–71
Bulgaria 187, 228
Cambodia 366
Canada
  income inequality 72, 156, 222, 232,
    267, 290–91
  migrant workers 344, 348
  part-time work 186, 187, 190, 193,
    195
  redistribution policies 234, 246–7
  youth employment 382, 390
  capital account management 75–9
  care economy 12, 16, 26, 292–3
  caring responsibilities and access to
    services 323–5, 326
  childcare provision 191, 323
 Labour markets, institutions and inequality

cash-transfer programmes 12, 177, 276–8, 301, 381
childcare provision 191, 323
Chile
  collective bargaining 330
  income inequality 7, 55, 56, 79, 235, 302–3
  part-time employment 151, 158, 160, 187, 191, 193, 269
  self-employment 19
  tax revenue sources 223–4
  temporary employment 152, 153, 154, 158, 160
  unemployment insurance savings accounts (UISAs) 272–3
  youth employment 367, 368, 382, 390
China
  exchange rate undervaluation 76–8
  income inequality 4, 6, 222, 224, 255, 301–3
  migrant workers 349, 351
  minimum wage 126, 134, 349
  redistribution policies 232, 234, 246–7
  youth employment 374, 389
  collective bargaining see unions and collective bargaining
Colombia
  income inequality 222–3, 232, 246–7
  minimum wage 133, 137
  temporary contracts 151, 159–60
  youth employment 367
  colonial ties and culture of migration 342
  conditional cash transfer programmes (CCTs) 12, 177, 276–8, 301, 381
  contractual status, part-time and temporary contracts 167, 168, 194–5
  contributory pension schemes 248–52
  see also pensions and other social security income transfers
Costa Rica
  collective bargaining 331
  income inequality 303, 304–5, 305, 381
  minimum wage 126, 134, 137–41
  youth employment 366, 367
  credit access 46, 80–81
Croatia 388
  ‘crowd work’ 392–3
Cyprus 188
Czech Republic
  income inequality 157, 168, 222, 227–9, 232, 290–91
  redistribution policies 234, 246–7
  youth employment 382, 390
Denmark
  part-time employment 170, 193, 268
  redistribution policies 229, 230–31, 234, 246–7
  temporary employment 154, 170
  unemployment benefits 267, 268, 270
  youth employment 29, 372, 373, 375, 382
developing countries
  collective bargaining 109–13
  full employment and structural transformation 74–5
  minimum wages and inequality 126–7, 133–4, 135
  part-time work 186, 187
  severance pay and unemployment insurance savings accounts (UISAs) 271–3
  trade union density 99–100
  universalism, challenges to building 300–305
  youth and adults, labour market inequality between 365–6, 368, 392
  see also individual countries; migrant workers
Dominican Republic 10–11, 24, 331
  economic crisis effects 125, 361–2, 376–7
  banking system, public ownership of parts of 81
  fiscal austerity programmes 73–4, 98–9
  Kuznets ‘revenge’ 49–50, 52–3, 54–6
  oil shocks and stagflation effects 68
  sovereign debt crisis and full employment compact 73–4
economic development, inequality and Kuznets curve 39–64
access to credit, effects of 46
case studies, benefits of 45
data quality concerns 43–5
and demographics 58
future research 54
and Great Recession 53, 56
methodological concerns 45
personal income distribution 42–3
structural transformation and labour surplus 41–3

economic development, inequality and Kuznets curve, growth and inequality reduction 41–8
consumption and savings, links between 46
conventional Kuznets curve 41–3
conventional Kuznets curve, explanation of failure of 45–8
empirical evidence 43–5
equity and efficiency trade-off 43
globalization effects 47–8
inequality as necessary to economic development 45–6
new economic and structural factors 47–8
technological progress, effects of 47

economic development, inequality and Kuznets curve, socio-political dimensions 48–53
elite overreach 53
and Gini coefficient 54, 55, 56
globalization effects 52–3
inequality in economic measures leading to inequality in power 52
and Kuznets moment 48–50
and Kuznets moment, case studies 54–7
and Kuznets moment, implications of 50–53
Kuznets ‘revenge’ and economic depression 49–50, 52–3, 54–6
Kuznetsian turning point 56–7
political mobilization and unrest, effects of 51–2, 53
redistribution and ‘Robin Hood paradox’ 52–3
social and political institutions, and political reaction 51
Ecuador 81–2, 159, 160
education investment 224, 290–91, 293–5, 298, 300, 378–83
education levels 15, 363–4, 376, 377, 392
efficiency, and income inequality 43, 219–20
elderly workers, part-time work 184, 189
employer-provided services and income redistribution 299
employment effect, minimum wages and inequality 13, 131–5
employment protection
migrant workers 352–4
temporary contracts 154
youth employment 379, 383–5
equal pay regulation, temporary contracts 172–3
equal treatment legislation, part-time work 199
Estonia 188, 222, 227–9, 232, 234, 246–7, 290–91
Ethiopia 7, 187
European Union
income inequality 6, 73–4, 155, 227–8, 274–5
migration policy-making 355
Part-Time Work Directive 199
temporary employment 150–51, 154, 172–3
trade union density 97–9
see also individual countries
exchange rate regime 75–9
Finland
healthcare provision 220
income inequality 155, 168, 222, 228–9, 299
part-time employment 167, 188, 193
redistribution policies 232, 234, 246–7, 290–91
fiscal austerity programmes 73–4
see also economic crisis effects
fiscal redistribution policies 17, 23–4, 73, 82–5, 230–31
fixed-term contracts 9, 149–50, 151, 167, 172
see also part-time contracts; temporary contracts
flexible working 18, 332–3
France
income inequality 6, 19, 156, 168, 171, 222, 228
minimum wage 125
part-time employment 186, 187, 193, 199, 200
redistribution policies 230–31, 232, 234, 246–7, 290–91
temporary employment 150, 154, 171, 172
unemployment insurance reforms 269–70
wage premium for permanent contracts 155
youth employment 366, 372, 373, 376, 382, 387, 388, 390
full employment, macroeconomic policies 14–18
full employment compact, renewing 65–91
basic needs strategy 70
capital account liberalization effects 78–9
counter-cyclical policies and automatic stabilizers 84
credit access 80–81
dual mandate role, exchange rate policy and capital account management 75–9
dual mandate role, exchange rate policy and liability dollarization effects 78
dual mandate role, exchange rate undervaluation effects 76–8
exchange rate regime 75
fiscal austerity programmes 73–4
fiscal policy, redistribution policies and structural transformation 82–5
fiscal policy, redistribution policies and structural transformation, core development goals 84
fiscal stimulus packages 73
Harris-Todaro model and open unemployment 69–70
ILO World Employment Programme (WEP) 70
inequality rise 68–9
inflation rate, liquidity trap and zero lower bound (ZLB) 73
inflation targeting 68, 70, 72–3, 74
infrastructure deficits 82–4
Lewisian framework and growth and structural change 69–70
Millennium Development Goals (MDGs) 71
monetary policy and financial inclusion 79–82
monetary policy and financial inclusion, time factors 81–2
oil shocks and stagflation effects 68
poverty reduction strategies (PRSs) 70–71
public ownership of parts of banking system 81
real exchange rate movements, effects on employment 76–8
revival suggestions 71–5
revival suggestions, dual mandate role 71–4
rise and decline overview 67–9
sovereign debt crisis 73–4
structural adjustment programmes (SAPs) 70, 74–5
structural transformation in developing countries 74–5
sustainable resource mobilization strategy 74
tax-to-GDP ratios 82
World Bank ‘redistribution with growth’ strategy 70
Gambia 294
gender effect 315–39
fathers and part-time work 201–2
female labor participation 293, 298
firms’ organization of work, effects of 332–4
flexible working and employer protection 333
flexible working and work–life balance 332–3
gender pay gap 324
higher-income groups 319, 320–21
minimum wages and labour market outcomes 327–9
paid work access 316–26
paid work access, time use and labour market participation, gender differences 317, 318, 319, 320–21
part-time work 332
pay gap and collective bargaining 105–8
pension systems, gender differences 252–4
public policy implications 325–6
social norms and gender power relations 295–7
time poverty, dealing with 318–19
time use and labour market participation 317–23
transition costs from unemployment to employment 324
travel costs 324–6
unions and collective bargaining 329–32
Germany
collective agreements 107, 114
income inequality 24, 107, 114, 155–7, 168–9, 222, 228, 267–70
migrant care workers 343
part-time employment 167, 172, 185–7, 193, 198, 200
redistribution policies 230–31, 232, 234, 246–7, 290–91
temporary employment 150, 154, 170, 173–4
youth employment 363, 372–3, 381–3
globalization effects
‘global care chains’, migrant workers 344
Kuznets curve, growth and inequality reduction 47–8, 52–3
sweatshops 11–12
trade liberalization effects 214
Goldberg, L. 77
Greece 126, 155, 188, 227–9, 246–7, 290–91, 363, 375
Guatemala 222, 223, 232, 246–7, 283, 323
Gulf States 347, 353, 354
health and domestic services sectors, migrant workers 344
health resource redistribution 290–91, 298
healthcare-related benefits, and part-time work 190
Honduras 135–6
household labour reduction strategies 318, 319–20
Iceland 382
income inequality
disposable incomes and redistribution policies 226–7
and international migration 341–4
and Kuznets curve see economic development, inequality and Kuznets curve
labour market institutions 23–6
and labour share, links between 3–6
and minimum wages see minimum wages and inequality
and pension policy design 252, 254
and public social services see public social services and income inequality
rise, and full employment compact 68–9
income levels
higher-income groups and gender equality 319, 320–21
income from work and labour market institutions 18–23
lower-income group and paradox of redistribution 275
migrant workers and per capita incomes in high-income countries 341
income support for unemployed and poor 263–86
able-bodied poor 273–80
able-bodied poor, exclusion errors 277
benefits tied to past earnings 266
generosity levels 266–7
government policy objectives 266
labour market differences, perpetuation of 266–7
lower-income group targeting and paradox of redistribution 275
means-testing concerns 278
need versus universality 275
part-time workers 268–9
policy reforms and work environment changes 269–70
redistributive impact of different welfare models 274–6
severance pay and unemployment insurance savings accounts (UISAs) in developing countries 271–3
social assistance extension through cash transfer programmes 276–7
targeted systems, risks and costs 277–8
targeting and stigmatization 278
unemployed 264–73
unemployed, bias and restriction 268
unemployed, coverage and benefits, variations in 266, 267–8
unemployment assistance benefits 264–5, 273
unemployment benefit programmes, low global prevalence 265
unemployment benefit programmes and redistribution, limited impact 264–5
work environment changes, adapting to 268–71
working for benefits and public works programmes 279–80

India
education provision 294
employment guarantee programmes 13, 325–6
income inequality 6, 303
migrant workers 351
minimum wage 13, 126–7, 134, 136, 137, 139, 140, 141
part-time work 191, 192
Indonesia 6, 276, 294
minimum wage 126, 134, 135, 136, 137, 139, 140
youth employment 366
inflation 15, 16–17, 68, 70, 72–3, 74
infrastructure deficits, and full employment compact 82–4
institutional factors
collective bargaining 96–100, 103–4, 106–7
minimum wages and inequality 132–3
temporary contracts 161–4
inter-generational impact, pensions 148–9, 254–6
International Labour Organization 2, 65, 70, 95, 212, 235, 243, 256, 304, 340, 341, 345, 355, 356, 374
Committee of Experts, 124 355
Declaration of Fundamental Principles and Rights at Work 95
Declaration of Philadelphia, 14
Discrimination (Employment and Occupation) Convention, 1958 (No. 111) 386
Discrimination (Employment and Occupation) Recommendation, 1958 (No. 111) 172
Domestic Workers Convention, 2011 (No. 189) 356
Employment Policy Convention, 1964 (No. 122) 14, 67
Employment Protection and Protection Against Unemployment Convention, 1952 (No. 102) 282
Equal Remuneration Convention, 1951 (No. 100) 172, 386
Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) 95
Governing Body 14
International Labour Conference 282, 351, 356
Labour Inspection Convention, 1947
(No. 81) 32, 355
Labour Inspection (Agriculture)
Convention, 1969 (No. 129)
32
Migrant Workers (Supplementary
Provisions) Convention, 1975
(No. 143) 345
Migration for Employment
Convention (Revised), 1949
(No. 97) 345, 348
Migration for Employment
Recommendation (Revised), 1949
(No. 86) 354
Minimum Wage-Fixing Machinery
(Agriculture) Convention, 1951
(No. 99) 125
Minimum Wage-Fixing Machinery
Convention, 1928 (No. 26)
124–5
Minimum Wage-Fixing Convention,
1970 (No. 131) 125, 386
Part-time Work Convention, 1994
(No. 175) 185
Right to Organise and Collective
Bargaining Convention, 1949
(No. 98) 95
Social Protection Floors
Recommendation, 2012 (No.
202) 257, 282
Social Security (Minimum
Standards) Convention, 1952
(No. 102) 258, 282
Termination of Employment
Convention, 1982 (No. 158)
171, 172
Termination of Employment
Recommendation, 1982 (No.
166) 172
Tripartite Consultation
(International Labour
Standards) Convention, 1976
(No. 144) 32
Unemployment Provision
Convention, 1934 (No. 44)
268
International Monetary Fund (IMF),
capital account liberalization
78–9
internships, unpaid 392–3

Ireland
income inequality 155, 222, 228,
246–7
part-time and temporary
employment 154, 193
redistribution policies 232, 234,
290–91
youth minimum wage 389, 390

Israel 115, 222, 232, 234, 246–7, 290–91

Italy
collective agreements 107, 108
income inequality 107, 108, 155,
168–9, 228
part-time employment 186, 187, 193,
384
redistribution policies 246–7, 290–91
self-employment 19
temporary employment 150, 167,
171

Japan
income inequality 6, 55–6, 105, 156
part-time employment 185, 186, 187,
200–201
youth employment 376–7, 382, 384

Jordan 187, 349

Kenya 7

Korea, Republic of
collective bargaining 110, 112, 329
income inequality 6, 55–6, 110, 112,
160, 329
migrant workers 348, 354
part-time employment 186, 187
public social services provision 301–3
redistribution policies 232, 234,
246–7
self-employment 19
taxation 24, 222, 224
temporary employment 151, 154,
160
youth training system 382
Kuznets curve see economic
development, inequality and
Kuznets curve

labour costs, and part-time work 190
labour market differences, perpetuation
of 266–7
labour market distortion theory 102–3
labour market institutions 1–35
aggregate demand management and
wage determination 14
collective bargaining, effect on wages
19–20, 27–8
employment contract type, effects
of 21–2
employment guarantee programmes
and minimum wage compliance
13
equality of opportunity and equality
of outcomes 2
financial flow management 17–18
fiscal policies to boost aggregate
demand, need for 17
fiscal redistribution and tax policy
23–4
fixed-term contracts 9
flexibilization of labour practices
and outsourcing 18
forced labour decline and cash-
transfer programmes 12
and gender equality see gender
equality and labour market
institutions
globalization effects 8
globalization and sweatshops 11–12
health and safety standards and
production process 11
household income inequality 4–5
income from work 18–23
income inequality and labour share,
links between 3–6
income redistribution 23–6
inequality increase effects 3–7
inflation-containing interest rates
and unemployment (NAIRU,
non-accelerating inflation rate
of unemployment) 15, 16–17
labour market deregulation 9–10
labour market reforms and loan
agreements 9
macroeconomic policies and full
employment 14–18
migrant workers 28–9
and migrant workers see migrant
workers, and labour market
institutions
minimum wages, effects of 8–9,
10–11, 20–21
neoclassical economic model and
labour market demand and
supply 9
as part of larger economic system 2
part-time work and inequality
22–3
pensions and redistributive policy
24–5
policy designs and goals, matching
10–11
political power of labour, decline
in 8
and production process 11–12
productivity growth and wage
growth, disconnect between 4
purpose and influence, debate over
8–10
shareholder capitalism concerns
17–18
social assistance programmes 25–6
temporary contracts 159
unemployment and education levels
15
unemployment insurance and wage
determination 13–14, 25
unemployment and labour market
flexibility 8
unemployment and welfare state
sustainability 16
unionization decline 8
vocational training systems
and regulated apprentice
programmes 29
vulnerable groups, effect on
27–30
and wage determination 13–14
women’s access to labour markets,
and care services 12, 16, 26
workers’ access to labour markets
12–13, 27
workings of 10–14
youth and adults see youth and
adults, labour market inequality
between
labour market reforms
segmentation and part-time work
188
temporary contracts 150–51
unions and collective bargaining
98–9, 113–14
Latin America
conditional cash transfer programmes (CCTs) 177, 276, 301, 381
education access 294, 300–302
exchange rate undervaluation 76–8
gender differences in labour participation 320, 321–3, 369–70
income inequality 7, 12–13, 158–9, 295–6, 328
public social services provision 300–302
temporary employment 151–2, 153, 384
unemployment 369–70
women’s labour force participation 12, 295–7, 301
youth employment 366, 368–72, 382
see also individual countries
Latvia 228, 229
Lithuania 228, 229
Luxembourg 155, 228, 246–7, 290–91, 390

macroeconomic policies 14–18, 129–31
Malaysia 110, 112
Mali 126, 137, 139, 140, 294
Mauritius 303

means-testing concerns, income support 278

Mexico
collective bargaining 109–10, 112, 113, 114, 366
conditional cash transfer programmes (CCTs) 276, 277–8, 381
education provision and labour productivity 294
exchange rate undervaluation 76–8
income inequality 7, 55–7, 223, 246–7, 290–91
migrant workers 343, 351
minimum wage 126, 133, 137–8, 139, 140
part-time employment 172, 187, 195
temporary employment 154, 158, 160
youth employment 365, 366, 368, 375, 389

migrant workers 340–60, 351
business interests fostering migration 342
colonial ties and culture of migration 342
demographic differences in population and labour force growth 341–2
economically active population in less developed countries, increase in 342
financial and social costs 342–3
‘global care chains’ 344
health and domestic services sectors 344
inequalities and international migration 341–4
and inequalities within countries 343
per capita incomes in high-income countries 341
Union Network International (UNI) Passport 347–8
migrant workers, and labour market institutions 344–55
collective bargaining 346–8
employment protection legislation 352–4
international labour standards 345, 348, 351, 354
labour inspectors’ role 355
minimum wages 348–9
Model Agreement on Temporary and Permanent Migration 354
protection enforcement 354–5
social security and welfare states 350–52
social security and welfare states, exploitation fears 351–2
social security and welfare states, multilateral agreements 351
sponsorship systems and tied employment 354
temporary foreign worker schemes 347, 353–4

Millennium Development Goals (MDGs), full employment compact 71
minimum wages
employment guarantee programmes 13
gender equality and labour market institutions 327–9
labour market institutions 8–9, 10–11, 20–21
migrant workers 348–9
part-time work 199
unions and collective bargaining 114
youth employment 386–91
minimum wages and inequality 123–46
development countries, industry-specific minimum wages 126–7
employment effect 131–5
employment effect, developing countries 133–4, 135
enforcement and compliance 139–41
enforcement and compliance, factors affecting 140–41
ILO overview and definition 124–7
imperfect markets 128–9
informal sector and lighthouse effect 138–9
institutional framework effects 132–3
Kaitz index measurement 131–2
Keynesian economics and industry-level demand 130
legal coverage gaps 126–7
level of minimum wage, effects of 138
low-wage and vulnerable sectors 132, 134–5
macroeconomic view 129–31
monopsony power and wage-setting discretion 129
national minimum wage, introduction of 125
neoclassical model of labour demand and supply 127–8
neoclassical model of labour demand and supply, post-Keynesian criticism of 130
neoclassical model versus real world of imperfect markets 128–9
perfect competition 128–9, 130, 131
poverty effect 135–9
skilled and unskilled labour distinction 127–8
as universal policy instrument 124
monetary policy, full employment compact 79–82
monopsony power and wage-setting discretion 129
Morocco 187
national social protection floors (SPFs) 257
National Transfer Accounts (NTAs) 255
neoclassical economic model, labour market demand and supply 9, 127–8
Netherlands
collective agreements 107
income inequality 68, 107, 155, 157, 168, 222, 227–9
part-time employment 172, 184–7, 193, 199–202, 333–4
redistribution policies 232, 234, 246–7, 290–91
temporary employment 154, 167, 384
youth employment 363, 372–3, 382, 384, 387–8, 390
New Zealand 72, 125, 200, 382, 390, 391
Nicaragua 136
Nigeria 81, 187
non-contributory pensions 249
non-contributory social assistance programmes 225
Norway
collective agreements 107
income inequality 6, 107, 168–9, 222, 275, 299
part-time employment 188, 192–3, 332
redistribution policies 232, 234, 246–7, 290–91
temporary employment 170, 171, 173
youth employment 365
nuclear family structure, and part-time work 191–2
OECD
childcare costs 323
gender pay gap 328
Jobs Strategy 8, 9
poverty commitment (1996) 71
public social services and income redistribution 290–91
young people and wage differentials 364–5, 372
oil shocks and stagflation effects 68
see also economic crisis effects

Pakistan 187, 276
Panama 151, 159, 294, 366, 367
Paraguay 283, 331, 363, 366, 367
part-time contracts 184–207, 191, 192
administrative costs 191
career advancement limitations 197, 198
childcare provision 191
contractual penalties 194–5
cross-over ability to full-time work 188
definitions 185–8
developing countries 186, 187
everly workers 184, 189
employers’ labour costs and market demand, effects of 190
equal treatment legislation 199
family-friendly policies 189
fathers and part-time work 201–2
firm size 191
gender equality and labour market institutions 332
gender factors 184, 187, 189, 191, 194, 196–7, 198, 199–200
geographical constraints 189
government encouragement 184–5
and healthcare-related benefits 190
higher-skilled and higher-paid occupations, access to 201
human capital differences 188–9
and income support for unemployed and poor 268–9
and inequality 188–98
integration and interaction problems 197–8
labour market institutions 22–3
labour market segmentation 188
minimum wage legislation 199
and ‘normal’ working hours 190
and nuclear family structure 191–2
occupational health and safety issues 195
occupation segregation 188, 196–7
‘part-time trap’ and inability to move to full-time work 198
permanent/temporary 186–8
productivity 194
quality improvement suggestions 198–202
as short-term contract 185
social benefit contributions, pro-rata basis 199
start-up costs, prohibitive nature of 190
time-related underemployment 188, 192
trade union membership 189
training opportunities and skill utilization 195–6
voluntary/involuntary 186–8, 189, 192
wage rates 192–4
work schedule unpredictability 196
worker priority factors 189
working hour changes, right to request 200–201
see also fixed-term contracts; temporary contracts
pension systems, redistribution policies 24–5, 216
pensions and other social security
income transfers 242–62
contributory benefits and redistribution 248–9
contributory pension schemes and different labour market statuses during working career 250–52
contributory pensions and consumption time-shift 248–9
inequality and pension policy design 252, 254
inter-generational impact 254–6
inter-generational redistribution 248–9
national social protection floors (SPFs) 257
National Transfer Accounts (NTAs), development of 255
non-contributory pensions 249
pension systems, gender differences 252–4
pension systems, gender differences, and pensionable ages 252–3
pension systems, gender differences, private pensions 253
pensions, income inequality and poverty 245–50
pensions system overview 244–5
private pension schemes and redistributive outcomes 250, 253
proportion of working-age people contributing to a pension 247–8
social security systems overview 244
workforce pension schemes, specific 249

perfect competition, and minimum wages 128–9, 130, 131
Peru
education provision 294
income inequality 23–4, 159, 160, 246–7
minimum wage 126–7, 134, 137, 139, 140
part-time employment 159–60, 186–7
severance pay 272
temporary employment 151, 152, 153
youth employment 366–8, 382

Philippines
cash transfer programmes 276
collective bargaining 330
migrant workers 349, 354
minimum wage 126, 137, 139–40
part-time work 186–7, 192
youth employment 374

Poland
income inequality 168, 222, 228, 230
migrant care workers 343
part-time employment 193, 200
redistribution policies 232, 234, 246–7, 290–91
temporary employment 151, 160, 170–71, 174, 269
political mobilization and unrest, effects of 51–2, 53
Portugal
fixed-term contracts 173
income inequality 151, 155, 160, 168, 228–9
redistribution policies 290–91
temporary employment 151, 154, 160, 170–71, 174, 269
youth employment 382, 390
poverty
income support see income support for unemployed and poor
and minimum wages 135–9
reduction strategies (PRSs), and full employment compact 70–71
time poverty, dealing with 318–19
private pension schemes 250, 253
see also pensions and other social security income transfers
private sector income and relative redistribution 232–3
see also redistribution policies
public ownership of parts of banking system 81
public social services and income inequality 287–312
care economy and income redistribution 292–3
education provision and labour productivity 293–5, 298, 300
employer-provided services and income redistribution 299
female labour participation 293, 298
health and education, resource redistribution 290–91, 298
market incorporation 287, 288–9
public social services and income redistribution, links between
290–95
public social services and income redistribution, links between, channels linking 292–5
skilled labour and production regime 295
social incorporation 287, 288–9
social norms and gender power relations 295–7
universalism, challenges to building 300–305
universalism, challenges to building, developing countries 300–303
universalism, challenges to building, policy lessons from successful cases in developing world 303–5
universalism, importance of 297–300
Qatar 294
quality improvement suggestions, part-time work 198–202

rational choice, redistribution policies 231–3
redistribution policies 211–41
and altruism 219
definitions 214–17
differences, explanations for 231–5
distribution stages 213–14
efficiency gains 219–20
fairness and greater social justice 233–5
fiscal policy and full employment compact 82–5
fiscal redistribution 215–18
fiscal redistribution motivations 218–21
in-kind benefits and entitlements to disposable income 213, 214
income support for unemployed and poor 274–6
indirect taxation 215–16
linear taxation on all incomes, effects of 220–21
lower-income group targeting and paradox of redistribution 275
market forces and primary distribution 213, 214–15
measurement concerns 232
measurement issues and data sources 217–18
measurement issues and data sources, household survey data 217–18, 227, 229
measurement issues and data sources, national accounts data 218, 227, 229
occupational accident insurance example 216–17
pension systems 216
private sector income and relative redistribution 232–3
and public social services 290–95
rational choice 231–3
Rawlsian theories of justice 219
and ‘Robin Hood paradox’ 52–3
secondary distribution after taxation 213, 214, 215
social justice, history of 218–19
and sustainability of welfare states 220
tax optimization effects 215
tax policies 213, 214, 215–16, 218
taxation of capital, lower rates 215
trade liberalization effects 214
and unemployment benefit programmes 264–5
voting outcomes, effects of 233–5
welfare economics (social insurance) 219, 220, 233
redistribution policies, trends and cross-country differences 221–31
aggregate incomes of household sector, changes to 227–9
education investment 224
fiscal redistribution effects 230–31
inequality of disposable incomes 226–7
land reforms and agricultural productivity 224
non-contributory social assistance programmes 225
tax loopholes 223–4
taxes and transfers, impact on inequality 222–7
regulation of working conditions, temporary contracts 171–3
Romania 222, 227–9, 230–31, 232
Russian Federation 187
Rwanda 81
Saudi Arabia 187, 347
severance pay and unemployment insurance savings accounts (UISAs) 271–3
shareholder capitalism concerns 17–18
Singapore 186, 187, 302
skilled labour
and collective bargaining 103, 104, 105, 106, 110
minimum wages 127–8
and production regime 295
temporary contracts 163
Slovakia 188, 228, 232, 234, 290–91
Slovenia 228, 246–7, 290–91
social benefit contributions, part-time work 199
social costs, migrant workers 342–3
Labour markets, institutions and inequality

social justice and income distribution 100–102, 218–19
social norms and gender power relations 295–7
social security
  income transfers see pensions and other social security income transfers
  redistribution policies 219, 220, 233
  and welfare states, migrant workers 350–52
  see also cash-transfer programmes
social services, public and income inequality see public social services and income inequality
socio-political dimensions, and Kuznets curve see economic development, inequality and Kuznets curve, socio-political dimensions
South Africa
  collective bargaining 109–10, 113, 385–6
  income inequality 7, 109–10, 113, 225, 385–6
  migrant workers 344
  minimum wage 126–7, 134–5, 137, 139, 140, 328–9
  part-time work 187, 189–90, 193, 194, 198, 199
  youth employment 365, 374, 385–6
sovereign debt crisis, and full employment compact 73–4
Spain
  collective agreements 108, 346
  income inequality 108, 155–7, 160, 167–9, 228, 268
  migrant workers 346
  redistribution policies 246–7, 290–91
  temporary employment 150, 151, 154, 170–71, 269
  youth employment 363, 376, 385, 390–91
sponsorship systems and tied employment, migrant workers 354
Sri Lanka 363
start-up costs, prohibitive nature of, part-time work 190
structural change
  full employment compact 69–70, 74–5, 82–5
  and Kuznets curve 41–3
Sweden
  collective agreements 107, 108, 115
  income inequality 6, 19, 54–6, 107–8, 115, 222, 227–9
  inflation targeting 72
  part-time work 184, 186, 187, 193, 332
  pensions and generational accounting 255
  redistribution policies 232, 234, 246–7, 290–91
  social assistance benefits 275, 278
  universal social services 299–300
  wage premium for permanent contracts 155
  youth training system 381
Switzerland 154, 222, 232, 234, 246, 366, 382
Tanzania 224–5
taxation
  and fiscal redistribution 23–4
  linear taxation on all incomes, effects of 220–21
  policies, and redistribution 213, 214, 215–16, 218
  redistribution policies, trends and cross-country differences 222–7
tax-to-GDP ratios 82
temporary contracts 147–83
contractual status 167, 168
employment protection legislation (EPL) 154
equal pay regulation 172–3
fixed-term contracts 149–50, 151, 167, 172
foreign worker schemes 347, 353–4
fringe benefits 153–4
household income inequality 157
job characterizations 153–6
labour market institutions and wage inequality 159
labour market reforms 150–51
legal framework and effective demand 171–4
mobility patterns 154

Janine Berg - 9781784712105
Downloaded from Elgar Online at 11/13/2021 09:32:43AM via free access
prevalence and evolution since 1980s 150–53
regulation of working conditions 171–3
as share of salaried employment 152
skill levels 163
training, unequal access to 154
trends and main features 149–56
wage differentials 154–6
wage distributions 165–71
wage distributions, channels of transmission and inequality decomposition 166–9
wage gap between temporary and permanent contracts 166–71, 174
wage inequality 156–65
wage inequality, institutional factors 161–4
wage inequality, trends 156–9
wage premium for permanent contracts 155–6, 165
see also fixed-term contracts; part-time contracts
Thailand 23, 187
time poverty, dealing with 318–19
see also poverty
time use and labour market participation 317–23
time-related underemployment, part-time work 188, 192
training opportunities 104, 154, 195–6
transition problems 324, 375
Tunisia 294, 387
Turkey 126, 137, 139, 140, 172, 187, 390
United Kingdom
collective bargaining 113–14, 330
gender inequality discrimination in labour markets 324
income inequality 105, 160, 168, 170, 222, 228, 230–31, 280
migrant workers 344, 355
minimum wage 125, 125–6, 132, 136
part-time employment 186–8, 191, 193–5, 198–9, 268, 272, 332–3
redistribution policies 232, 234, 246–7, 290–91
social assistance benefits 275
temporary employment 154, 156, 157, 160, 170
unemployment insurance reforms 268, 270–71
wage premium for permanent contracts 155
youth employment 372, 373, 375, 376, 377, 381, 382, 383, 386, 388, 390
unemployment
income support see income support for unemployed and poor
scarring effects, youth employment 375–7
severance pay and unemployment insurance savings accounts (UISAs) 271–3
transition costs from unemployment to employment 324, 375
and wage equality theory 108–9
and welfare state sustainability 16
youth and adults, labour market inequality between 363–4, 365, 370, 375–7
Union Network International (UNI) Passport, migrant workers 347–8
unions
collective bargaining, migrant workers, and labour market institutions 346–8
collective bargaining, effect on wages, labour market institutions 19–20, 27–8
trade union membership, part-time work 189
trade union protection, youth and adults, labour market inequality between 366–8
unionization decline 8
unions and collective bargaining 95–122
austerity programmes and reforms of labour laws 98–9
collective negotiations in multi-employer settings 97
collective wage setting, erosion of 113–15
developing countries and wage inequality 109–13
developing countries and wage inequality, insider–outsider divide 111–13
gender effect and wage equality theory 105–6
gender equality and labour market institutions 329–32
gender equality and legislative support 331–2
gender pay gap 107–8
inclusive bargaining councils 111
information exchange and cooperative behaviour 104
institutional centralization and wage differentials 106–7
institutional trends 96–100
institutionalist view, equity and efficiency contribution 103–4
labour law reforms 98–9, 113–14
labour market distortion theory 102–3
labour market distortion theory, insider–outsider theory and neoclassical theories of unemployment 103
minimum wage, real value of 114
multi-employer and single-employer bargaining 108
regulatory effect of collective agreements 96
skill levels and wage equality theory 103, 104, 105, 106, 110
social justice negotiation and income distribution 100–102
supplementary enterprise-level bargaining 108, 111
trade union density 97–9
trade union density, developing countries 99–100
unemployment and wage equality theory 108–9
wage equality theory 102–4
wage equality theory, evidence of influence 104–13
wage equality theory, wage inequality in inclusive systems 106–9
wage inequality in exclusive systems 104–6
wage negotiations and income distribution 101–2
welfare state and social policies 101
workforce training commitment 104
universalism
challenges to building 300–305
importance of 297–300
minimum wages 124
Uruguay 7, 246–7, 296–7, 302, 331, 366, 367
United States of America
Federal Reserve dual mandate renewal suggestion 73
financial deregulation 17
gender discrimination in labour markets 324–5
health and safety standards and production process 11
healthcare provision 220
income inequality 5–6, 19, 54–6, 105, 107, 255, 267
migrant workers 343, 344, 347, 352
minimum wage 125, 131–2, 135, 136
part-time work 186, 187, 189, 190, 193, 195
redistribution policies 232, 234, 246–7, 290–91
social assistance programme 278, 352
taxation 24, 222, 223
temporary employment 156, 157, 160
trade union membership decline 113, 114, 329
working for benefits and public works programmes 280
youth employment 29, 365, 372–5, 381, 383, 387, 390
Viet Nam 126, 134, 137, 139, 140
voting outcomes, effects of redistribution policies 233–5
vulnerable groups, effect on, labour market institutions 27–30
wage levels
aggregate demand management 14
collective bargaining effect, equality
theory, evidence of influence 104–13
collective bargaining effects 19–20, 27–8, 102–4
differentials, youth employment 364–5, 372–5, 380, 383
low-wage work, youth and adults, labour market inequality between 372–5
minimum wages see minimum wages
part-time contracts 192–4
productivity growth and wage growth, disconnect between 4
temporary contracts see under temporary contracts
unemployment insurance and wage determination, labour market institutions 13–14, 25
youth employment, subsidies for labour market entry 385–6
women’s access to labour markets see gender effect
work environment changes, adapting to 268–71
work-life balance, and flexible working 332–3
workforce pension schemes see pensions and other social security income transfers
workforce training opportunities 104, 154, 195–6
working for benefits and public works programmes 279–80
working hour changes, right to request, part-time work 200–201
World Bank
‘Doing Business’ indicators 9
‘Employing Workers’ index 9
‘redistribution with growth’ strategy 70
World Development Report: Jobs 10, 27
youth and adults, labour market inequality between 29–30, 361–98
conditional cash transfer scheme 381
‘crowd work’ 392–3
developing countries 365–6, 368, 392
economic class and gender (Latin America) 368–72
economic crisis effects 361–2, 376–7
and education levels 363–4, 376, 377, 392
education and training policy 378–83
employment benefit access 366, 367
employment protection and contractual status 383–5
employment protection for part-time and temporary workers 379, 384–5
labour market institutions addressing 377–91
labour market participation 363
low-wage work 372–5
minimum wages 386–91
trade union protection 366–8
transition problems 375
unemployment 363–4, 365, 370, 375–7
unemployment scarring effects 375–7
wage differentials 364–5, 372–5, 380, 383
wage subsidies for labour market entry 385–6
Zambia 363