

International Labour Review

SPECIAL ISSUE GENDER, JOBS AND PAY

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- 417 **Ethnic wage gaps in Peru: What drives the particular disadvantage of indigenous women?** Alexandre KOLEV and Pablo SUÁREZ ROBLES
Ethnic inequality in labour market outcomes has long been on the policy agenda across Latin America. Using National Household Survey data, the authors analyse Peru's ethnic wage gap by sex over the period 2005–11. Although the gender wage gap is smaller than the ethnic gap, indigenous women compound both disadvantages. Interpreting the unexplained component of the gap as an upper-limit measure of ethnic discrimination, the authors then decompose the explained component into the discrete effects of individual, job and locational characteristics. Since more of the ethnic wage gap can be explained on these grounds among women, they conclude with targeted policy proposals.
KEYWORDS: WAGE DIFFERENTIAL, ETHNIC GROUP, WOMEN WORKERS, PERU.
- 449 **Gender and labour in times of austerity: Ireland, Italy and Portugal in comparative perspective** Tindara ADDABBO, Amélia BASTOS, Sara FALCÃO CASACA, Nata DUVVURY and Áine NÍ LÉIME
Using Eurostat data for 2007, 2010 and 2012, the authors examine the effects of the 2008 crisis on the situation of male and female workers in Italy, Ireland and Portugal, with particular attention to changing labour market dynamics, (intra-household) employment patterns, and incomes. The gender gaps in employment, unemployment and precarious employment are narrowing, but this trend cannot be interpreted as progress toward gender equality: it is driven by men's increasingly vulnerable position resulting from the generalized deterioration of labour market conditions, including the growth of precarious and/or low-paid employment, unemployment and poverty to the detriment of household living standards.
KEYWORDS: LABOUR MARKET, GENDER EQUALITY, ECONOMIC RECESSION, ECONOMIC RECOVERY, POVERTY, SOCIAL EXCLUSION, IRELAND, ITALY, PORTUGAL.

- 475 **Unlimited unskilled labour and the sex segregation of occupations in Jamaica**
Heather E. RICKETTS and David V. BERNARD
- In the developing world, standard measures of occupational segregation by sex may be deeply misleading because of structural, cultural and historical differences between developing countries and the developed countries that often feature in studies of segregation. In Jamaica in particular, the legacy of slavery has made female labour an integral part of the workforce for centuries – whereas large-scale female participation in the developed countries can only be measured in decades. The authors find that the country's large, undifferentiated pools of unskilled labour ironically translate into lower levels of occupational segregation, with women outpacing men in the professional categories.
- KEYWORDS: WOMEN WORKERS, LABOUR MARKET SEGMENTATION, SEXUAL DIVISION OF LABOUR, SKILLED WORKER, JAMAICA.
- 497 **Falling female labour force participation in Kerala: Empirical evidence of discouragement?**
Susan Shalina MATHEW
- India's female employment and labour force participation have been declining since the mid-2000s. Kerala, traditionally its best-performing state on these indicators, has done worse than the country as a whole. This article examines the shifts that occurred in Kerala's female employment and participation between 2004 and 2012, by household income level, age group, level of education and occupational category. Those dropping out of the labour market are typically young, educated women qualified for professional occupations, suggesting a discouragement effect exacerbated by widening gender pay differentials in top occupations. These shifts have obliterated some of the hitherto defining features of Kerala's labour market.
- KEYWORDS: WOMEN WORKERS, LABOUR FORCE PARTICIPATION, LABOUR MARKET, TREND, INDIA.
- 519 **Life domain preferences among women and men in Israel: The effects of socio-economic variables**
Moshe SHARABI
- Based on the findings of the 2006 "Meaning of Work" survey, this article examines the relative "life domain centrality" of work, family, leisure, community and religion across a representative sample of the Israeli labour force comprising 463 men and 446 women. While confirming that family centrality remained stronger among women than men, male and female respondents ranked work equally high, marking a departure from women's traditionally weaker preference for this life domain. Regression analysis identifies socio-economic factors that partially explain the attitudinal differences between men and women. Overall, the results suggest a growing risk of work–family conflict among Israeli women.
- KEYWORDS: WOMEN WORKERS, WORK LIFE BALANCE, FAMILY RESPONSIBILITIES, ISRAEL.
- 537 **Determinants of the gender unemployment gap in Italy and the United Kingdom: A comparative investigation**
Maurizio BAUSSOLA, Chiara MUSSIDA, Jamie JENKINS and Matthew PENFOLD
- The authors analyse the gender unemployment gap in Italy and the United Kingdom by investigating the determinants of labour market flows, on the basis of multinomial logit model estimates, and identifying the contribution of a single transition from each state – employment, unemployment, inactivity – to the gap. Using this methodology, labour markets in Italy and the United Kingdom are compared, based on both countries' labour force survey data for the period 2004–13. Decomposition of the gender unemployment gap, using a transition probability matrix approach, shows that while women are disadvantaged in Italy, the reverse is true in the United Kingdom.
- KEYWORDS: UNEMPLOYED, WOMEN WORKERS, UNEMPLOYMENT, TREND, ITALY, UK.
- 563 **Gender earnings discrimination in Jordan: Good intentions are not enough**
Usamah F. ALFARHAN
- Jordan has long been a party to the main international instruments prohibiting discrimination against women, yet it still displays a significant gender pay gap. Using

data from the 2002, 2006 and 2008 Household Expenditure and Income Surveys for decomposition analysis, while also accounting for the labour force participation decisions of women and men, the author finds that the pay gap is entirely explained by gender differentials in his estimated coefficients. The gap is initiated upon recruitment into wage employment through “screening discrimination”, though it tends to narrow over time. Women’s selectively low participation also contributes to a statistical improvement in their relative earnings.

KEYWORDS: WOMEN WORKERS, WAGE DIFFERENTIAL, SEX DISCRIMINATION, JORDAN.

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Childcare and geographical mobility in southern Europe

Ildefonso MENDEZ

This article investigates the association between the availability of childcare and low geographical mobility in southern Europe where, the author argues, couples that have or plan to have children live close to their parents in order to reconcile work and family life by taking advantage of their mothers’ low labour force participation rate. He presents a behavioural model showing couples’ fertility, female employment and mobility decisions, and tests the model’s predictions using ECHP data. The deterrent effect of a woman working on the couple’s mobility is found to be significant only for couples who have children and live in southern Europe.

KEYWORDS: LABOUR MOBILITY, CHILD CARE, WOMEN WORKERS, LABOUR FORCE PARTICIPATION, FAMILY RESPONSIBILITIES, WORK LIFE BALANCE, EUROPE.