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- 147 **Unacceptable forms of work: A multidimensional model**
Deirdre McCANN and Judy FUDGE

Unacceptable forms of work (UFW) have been identified as an “area of critical importance” for the ILO as it approaches its centenary. Yet there is currently no comprehensive elaboration of the dimensions, causes or manifestations of UFW. This article reports on a research project that has proposed such a framework. The article first investigates and reconceptualizes key discourses on contemporary work to identify their contribution to an analytically rigorous conception of UFW. It then outlines a novel multidimensional model that has been designed for use by local policy actors in identifying and targeting UFW in countries across a range of income levels.

KEYWORDS: DECENT WORK, PRECARIOUS EMPLOYMENT, VULNERABLE GROUPS, INFORMAL WORKERS, FORCED LABOUR, PLAN IMPLEMENTATION.

- 185 **Social security and firm performance: The case of Vietnamese SMEs**
Sangheon LEE and Nina TORM

This article investigates how social security provision – a key determinant of formality – impacts on small and medium-sized firm performance in Viet Nam. Based on enterprise census data covering all registered firms from 2006 to 2011, the authors find that firms which increase their social security coverage by 10 per cent experience a revenue gain of 1.4–2.0 per cent per worker and a profit gain of up to 1.8 per cent, depending on the survival time of the firm. However, given the time lag between “investment” (in social security contributions) and returns (enhanced firm performance), specific policy measures such as initial social insurance subsidies for small firms could increase participation in mandatory schemes.

KEYWORDS: SOCIAL SECURITY PLANNING, SMALL ENTERPRISE, TREND, VIET NAM.

- 213 **Six central features of the Chinese labour market: A literature survey**
Yang SONG

In this comprehensive analytical overview, the author pays particular attention to the changing structure of China's employment towards more private-sector jobs in urban areas; its rising wages and widening earnings inequality; the persistence of its *hukou* system, causing labour market discrimination, an urban labour shortage and a rural labour surplus; its more market-oriented wage structure, albeit with segmentation between firm ownership types; its relatively low unemployment; and the relatively weak role of its traditional labour market institutions, including minimum wages and trade unions. The aim is to contribute to the development of more suitable, China-specific theoretical models and sound policy analysis.

KEYWORDS: LABOUR MARKET ANALYSIS, LITERATURE SURVEY, CHINA.

- 243 **Discounted labour? Disaggregating care work in comparative perspective**
Naomi LIGHTMAN

This article contrasts the earnings of high- and low-status care workers in Canada, the United States, Japan, the Republic of Korea and Taiwan (China) using the micro-data files of the Luxembourg Income Study. By disaggregating existing definitions of care work, the author identifies occupations with lower and higher degrees of "social closure", revealing the associated care penalties and care bonuses cross-nationally. She also empirically measures the extent of similarities (and differences) between and within care economies in "liberal" and "productivist developmental" welfare regimes, offering support for the argument that globalization has fostered substantial convergence within the international care market.

KEYWORDS: CARE WORKER, WAGE DIFFERENTIAL, COMPARATIVE STUDY, CANADA, JAPAN, KOREA R, TAIWAN, USA.

- 269 **Hiring subsidies for people with a disability: Evidence from a small-scale social field experiment**
Eva DEUCHERT and Lukas KAUER

The effectiveness of hiring subsidies for people with disabilities remains unclear due to potential free-rider, substitution and signalling effects. The authors propose a novel evaluation approach wherein it is randomly decided whether or not job applications disclose the subsidy to potential employers. Based on call-back rates for interviews, the subsidy is found to be ineffective or even counterproductive in a group of adolescents having completed their vocational training programme. However, the negative signalling effect seems to be much weaker in a group of clients of job coaching services who acquired their disability during their working life.

KEYWORDS: EMPLOYMENT SUBSIDY, WORKERS WITH DISABILITIES, EMPLOYMENT SERVICE, EMPLOYMENT INTERVIEW.

Notes and debates

- 287 **Translating from multiple sources: Labour legislation reform in Turkey**
Umut Riza OZKAN

Building upon the recent scholarship on "travelling ideas" and "translation", the author discusses how ILO and EU labour standards were conveyed to Turkey's political landscape by domestic actors and how those standards were adjusted. The study first analyses the motivations of the Commission that drafted the 2003 Labour Act, and of employer and labour organizations, for choosing to draw on those international standards during the legislative reform process. It then focuses on the institutional outcomes of the reform by examining how domestic actors modified the international standards, while also preserving components of the old labour legislation, as on severance pay.

KEYWORDS: INTERNATIONAL LABOUR STANDARDS, LAW REFORM, EMPLOYERS ORGANIZATION, ROLE OF ILO, EU, TURKEY.

Book reviews

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*La Gouvernance par les nombres: Cours au Collège de France
(2012–2014).* By Alain SUPLOT

Reviewed by Francis MAUPAIN