

# Contents

## 285 **The future of work: Meeting the global challenges of demographic change and automation**

Ana L. ABELIANSKY, Eda ALGUR, David E. BLOOM and Klaus PRETTNER

This article explores future job creation needs under conditions of demographic, economic and technological change. The authors first estimate the implications for job creation during 2020–30 of population growth, changes in labour force participation and the achievement of target unemployment rates, by age and sex. Second, they analyse the job creation needs by country income group and, lastly, examine the effects of accelerated automation. Projections indicate that shifting demographics will account for a far greater share of the estimated global need for 340 million jobs over 2020–30 than automation.

Keywords: future of work, global labour force, global employment needs, demographic change, labour force participation, technological change, automation, projection.

## 307 **Employment effects of skills around the world: Evidence from the PIAAC**

Damir STIJEPIC

Using an international survey that directly assesses the cognitive skills of participants, the author studies the effect of skills on employment in 32 countries. On average, a 1 standard deviation increase in numeracy is associated with an 8.4 percentage point increase in the probability of being employed, reducing the probability of being out of the labour force and unemployed by 6.4 and 2.1 percentage points, respectively. After controlling for numeracy, the estimated employment effect of years in education falls by one third, from 2.7 to 1.8 percentage points. Notably, the employment effect of skills is more pronounced in countries with higher unemployment.

Keywords: cognitive skills, education, labour force status, employment, international comparisons, Survey of Adult Skills, PIAAC.



339 **To what extent is social security spending associated with enhanced firm-level performance? A case study of SMEs in Indonesia**

Nina TORM

Although the relationship between social protection and enterprise performance is much debated in the literature, evidence is particularly limited in the case of small and medium-sized enterprises in developing economies. Using census data from 2010 to 2014, this article examines how the provision of social security influenced business performance in Indonesia. The author finds that increased social security spending of 10 per cent is associated with a per-worker revenue gain of up to 2 per cent. Moreover, profits are not found to decrease with increased social protection coverage, suggesting that increasing worker benefits may be a worthwhile business investment.

Keywords: social security contribution, small and medium-sized enterprises, enterprise performance, developing countries, Indonesia, case study.

367 **Does deregulation decrease unemployment? An empirical analysis of the Spanish labour market**

Daniel HERRERO, Luis CÁRDENAS and Julián LÓPEZ GALLEGO

Spain underwent two major labour reforms in 2010 and 2012 under the assumption that deregulating the labour market and decentralizing collective bargaining would automatically reduce unemployment (deregulation hypothesis). This article highlights the impact of demand and the sectoral structure of the economy to explain the behaviour of this variable (structural hypothesis). Analysing subnational panel data, the authors assess the capacity of these two hypotheses to explain unemployment trends. Their results cast doubt on the deregulation hypothesis and indicate the importance of cyclical and structural factors.

Keywords: economic policy, unemployment rate, labour reform, labour flexibility, panel data, Spain.

397 **ISO 45001 and controversial transnational private regulation for occupational health and safety**

Iñaki HERAS-SAIZARBITORIA, Olivier BOIRAL and Ander IBARLOZA

This article analyses the genesis of the ISO 45001 standard on occupational health and safety, a new initiative of transnational private regulation. The authors draw a picture of controversy from interviews with stakeholders involved in its design, approval and initial dissemination, and from a qualitative content analysis of the internal documentation of the committee responsible for its approval. Like its predecessors relating to environmental management – ISO 14001 – and corporate social responsibility – ISO 26000 – this new standard raises serious concerns among stakeholders given that it deals with substantive political, social and legal issues.

Keywords: transnational private regulation, production of standards, management system standards, meta-standards, occupational health and safety, ISO 45001.

423 **Freedom of association in the Bangladeshi garment industry: A policy schizophrenia in labour regulation**

Mia Mahmudur RAHIM and Sk Samidul ISLAM

The right to freedom of association is fundamental for the establishment of labour unionism as an institution. While the Government of Bangladesh requires enabling legal provisions for unionization in its garment industry, regulation to ensure the right to freedom of association has proved ineffective in upholding labour unionism. This article highlights the need for legislation capable of drawing on the complementary skills and resources of the Government, factory owners, labour unions and global brands to secure a sustained commitment and contribution towards the socio-economic and political dimensions of labour relations in Bangladesh's ready-made garment industry.

Keywords: freedom of association, labour rights, trade unionism, ready-made garment industry, labour regulation, Bangladesh, labour-intensive countries.

## Book reviews

- 447 *Full and productive employment in developing economies:  
Towards the Sustainable Development Goals*, by Rizwanul ISLAM.  
Reviewed by Sher VERICK
- 450 *Research handbook on labour, business and human rights law*,  
edited by Janice R. BELLACE and Beryl TER HAAR.  
Reviewed by Anne TREBILCOCK