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- 169 **Making collective bargaining more inclusive:  
The role of extension** Susan HAYTER and Jelle VISSER

Using data on collective bargaining coverage for 80 countries, the authors analyse the merits of the extension of collective agreements as a policy tool for creating a floor for conditions of work and employment. Issued by public authorities, this regulatory instrument is distinctive in that it is based on agreement between independent, autonomous and representative organizations, which gives it some of the advantages of a contract as well as those of a statute. The extension of collective agreements by public authorities can provide coverage for vulnerable workers who may not otherwise have access to social protection, while offering a highly responsive form of regulation that can be adapted to particular circumstances.

Keywords: collective bargaining, collective agreements, regulation, inequality, extension, income distribution.

- 197 **Labour market flexibility in Indian manufacturing:  
A critical survey of the literature** Aditya BHATTACHARJEA

After providing an overview of the main claims of a growing literature on the relationship between India's supposedly "restrictive" labour laws and poor performance on a range of industrial and social indicators, this article shows that multiple errors were made in the foundational papers that constructed indices measuring interstate differences in labour regulation. These indices were then misinterpreted as measures of labour market flexibility. The literature is also marred by econometric problems and by difficulties involved in replicating the analysis with corrected and updated indices. The author concludes by summarizing evidence of deteriorating labour market outcomes for workers in Indian manufacturing.

Keywords: India, manufacturing, industrial relations, dispute resolution, interstate inequality, labour regulation, employment protection legislation.

219 **Expectations versus reality: The well-being of female migrant workers in garment factories in Myanmar** Hanh NGUYEN

This article examines how material and non-material well-being is understood and experienced by female migrant workers in unskilled labour-intensive industries. It follows the capability approach pioneered by Amartya Sen, arguing that a lack of self- and collective empowerment can undermine economic, social and psychological well-being. Data drawn from a survey of a cross section of 249 female migrant workers in garment factories in Myanmar support this theory. In the light of the country's economic and social transitions, its asymmetric labour market and its underdeveloped social security system, the author suggests that labour policies should embrace and empower the most vulnerable groups of workers.

Keywords: female migrant workers, garment industry, Myanmar, well-being, empowerment, labour policy.

243 **The changing importance of lifetime jobs in the United Kingdom** Xavier ST-DENIS

Lifetime jobs are generally considered to be a central feature of the post-war labour market. This article aims to provide more precise data on the prevalence of lifetime jobs in the workforce. It presents a novel method to estimate with cross-sectional data the probability that workers in different birth cohorts will hold a lifetime job. It finds that the share of UK workers who held such jobs in the post-war period was low, with variations across socio-demographic groups. The prevalence of long-term jobs, but not lifetime jobs, has decreased among men born between 1947 and 1966, partly driven by decreasing job stability during youth.

Keywords: lifetime jobs, job stability, labour flexibility, career pattern, standard employment relationship, internal labour markets, United Kingdom.

271 **Health, cognition and work capacity beyond the age of 50: International evidence on the extensive and intensive margins of work** Vincent VANDENBERGHE

This article uses the Survey of Health, Ageing and Retirement in Europe (SHARE) to consider the soundness of recent reforms to raise the age of retirement. Findings indicate that physical health and cognitive performance deteriorate with age and have negative effects on the employment rate of the 50–54 age group. The impact of poor cognition is lower than that of ill health, and both have greater effects on employment than on hours. This being said, at most, health and cognitive decline explain 35 per cent of observed work reduction. This hints at a sizeable underused work capacity among elderly Europeans.

Keywords: ageing, health, cognition, work capacity, older worker, SHARE.

311 **Freedom at, through and from work: Rethinking labour rights** Nicolas BUENO

To what extent do labour rights promote freedom in relation to work? Methodologically, the article defines three freedoms: freedom “at”, “through” and “from” work. Despite freedom-oriented approaches to labour law, it shows that fundamental labour rights have traditionally aimed and continue to aim at protecting workers in the labour market, not at expanding freedoms and in particular freedom “from” work. In this respect, it outlines limits in current proposals, such as the basic income, to liberate from work. It discusses instead new rights in the human economy framework, concluding that, in order to expand freedoms in relation to work, not fewer but more fundamental labour rights are required.

Keywords: workers' rights, freedom, labour law, freedom from work, republican non-domination, exploitation, capability approach, basic income, human economy.