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173 **The shifting motherhood penalty and fatherhood premium in China's gig economy: Impact of parental status on income changes**

Qi ZHENG, Zitong QIU and Weiguo YANG

The fatherhood premium and motherhood penalty are key concepts in the study of gender income gaps. Using an ordinary least squares model, influencing mechanism analysis and Oaxaca-Blinder decomposition, we examine changes in Chinese gig workers' income by gender, before and after parenthood. The results indicate that, in the Chinese gig economy, the motherhood penalty is vanishing, while the fatherhood premium has evolved into a fatherhood penalty owing to work pressure and the gender segregation of occupations in the gig economy, requiring men to balance their time and energy between work and childcare in a way that is not as prevalent in other sectors.

Keywords: gig economy, fatherhood premium, motherhood penalty, parental status, hourly income, work pressure, China.

199 **Skills and employment transitions in Brazil**

Willian ADAMCZYK, Philipp EHRL and Leonardo MONASTERIO

This article introduces two methods to derive internationally comparable skill and occupational distance measures based on machine learning and natural language processing techniques. We apply these measures to produce descriptive facts about employment transitions and workers' wage distribution in Brazil using all formal labour contracts registered in the period 2003–18. Our findings indicate that workers who use non-routine cognitive skills intensively are better off in terms of employment, wages and switching occupation. Overall, we observe signs of routine-biased technological change and employment polarization following the Brazilian economic crisis of 2014.

Keywords: skills, natural language processing, tasks, unemployment, polarization, technological change, Brazil.

225 **What about us? A vignette study explaining training preferences by contract type and skill specificity**

Ferry KOSTER

This article presents a vignette experiment conducted in the Netherlands to study workers' training preferences. Human capital theory, signalling theory and insights from the "new employment relationship" inform the hypothesis that training preferences depend on the specificity of the skills targeted by training in combination with employment contract type. The results confirm this hypothesis and indicate that, although workers on open-ended contracts have a stronger relative preference for organization-specific skills than temporary workers – who have a stronger relative preference for general skills – all workers prefer training aimed at general over organization-specific skills. Workers on temporary contracts are moreover found to receive less training in practice than they would like.

Keywords: training preferences, human capital theory, signalling theory, new employment relationship, vignette study, employability, Netherlands.

247 **You better watch out: How the supervisor response to worker voice affects promotive voice**

Arjuna SNOEP-DELLEMAN, Agnes AKKERMAN, Roderick SLUITER
and Katerina MANEVSKA

This study investigates the relationship between worker voice – individual workers speaking up for their own interests – and promotive voice – individual workers speaking up to promote the interests of the organizations that employ them. We apply structural equation modelling to our unique data set on the voice behaviour of workers in the Netherlands (N = 3,159) to test our hypotheses. The results indicate that the supervisor response to worker voice has an indirect effect on promotive voice, suggesting that workers' experiences with speaking up for their own interests impact their contributions to the functioning of the organization.

Keywords: worker voice, promotive voice, supervisor response, affective organizational commitment, organizational behaviour, employment relations, human resource management.

271 **Robots and employment: A review**

Shahab SHARFAEI

Rapid advances in robotics signal a scientific breakthrough that could have major implications for the world economy and the field of economics. This article reviews recent literature on this topic to examine the evidence from two perspectives. First, I critically review the theoretical literature on the effects of robot adoption on employment and analyse the capacity of different theories to describe these influences. Second, I evaluate the current empirical evidence regarding the impact of robot technology on the economy in terms of employment and reshoring. This exercise highlights the limitations in the literature and points to avenues for future research.

Keywords: robotization, employment, reshoring, labour market, automation, literature survey.

295 **The labour market and tax policy drivers of self-employment: New evidence from Europe**

Balázs ÉGERT and Annabelle MOURUGANE

Using cross-country time series panel regressions for 1995–2022, this article seeks to identify the main labour market and tax policies affecting self-employment in European OECD countries. It uncovers heterogeneous policy impacts for different forms of self-employment and considers how the share of self-employment correlates with changes in policies along dimensions including sex, age and skills. Minimum wages and employment protection legislation appear to be robustly associated with changes in the long-term share of own-account self-employment, whereas the share of self-employment with employees appears

to coincide with changes in the tax wedge and unemployment benefits. Deindustrialization is found to be positively correlated with self-employment, which exhibits some cyclical properties.

Keywords: self-employment, labour market policy, minimum wage, employment protection legislation, unemployment benefits, tax wedge, OECD, Europe.

325 **Disentangling the attractiveness of telework to employees:
A factorial survey experiment**

Eline MOENS, Elsy VERHOFSTADT, Luc VAN OOTEGEM
and Stijn BAERT

This article analyses the attractiveness of telework using a factorial survey experiment in which employees evaluate job offers with diverging characteristics, including a wide variation in the possibility to telework. This allows us to show that the relationship between the possibility to telework and job attractiveness is approximately linear: 10 percentage points (pp) more telework hours yield a rise of 2.2 pp in attractiveness and, therefore, the willingness to forego a 2.2 pp wage increase in the new job. Our experimental design also allows us to investigate the underlying mechanisms and moderators of this relationship structurally and extensively.

Keywords: telework, job attractiveness, factorial survey experiment.

Book reviews

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