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Editorial

Impacto laboral del uso de dispositivos tecnológicos y derechos fundamentales: nuevas respuestas para un nuevo tiempo

Jesús Mercader Urgina

Catedrático Derecho del Trabajo y Seguridad Social, Universidad Carlos III de Madrid

Comparative Labor Law Dossier

Labor impact of technological devices

The Comparative Labor Law Dossier includes the national regulation of the labor impact of technological devices in Belgium (P. Pecinovsky), France (M. Morin and F. Kessler), Italy (E. Dagnino), Poland (M. Baranski), Portugal (M. Rouxinol), Slovenia (D. Senjur), (Spain (S. Gálvez), Argentina (V. Lamamí), Brazil (C. Lins Pereira), Colombia (J.P. Morad y C. Prieto), Mexico (J.A. Aparicio and O. Zavala), Dominican Republic (G. M. Polanco), and Uruguay (L. Iglesias).

Labor impact of technological devices - Conclusions

The CLLD Conclusions, elaborated by Sergi Gálvez Durán and Andrés Camargo Rodríguez, includes the top 10 conclusions and a summary table with the most relevant issues regarding the labor impact of technological devices

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La caída del PIB con la crisis mundial en 2008 afectó menos al empleo femenino que al masculino, mientras que la austeridad ha sido más perniciosa para las mujeres, una disparidad de género descrita como el escenario «de la recesión masculina a la austeridad para las mujeres» (*he-cession to she-austerity*). Se analizan las tendencias de género en los mercados de trabajo de ocho países europeos, descomponiendo las variaciones trimestrales en la participación y en el empleo por sectores. El escenario mencionado no se observa en todos los países. Se identifican otros cauces por los que las distintas políticas de austeridad comprometen la igualdad de género y los derechos de las mujeres.

PALABRAS CLAVE: RECESIÓN ECONÓMICA, DISCRIMINACIÓN DE GÉNERO, ANÁLISIS DEL MERCADO DE TRABAJO, PAÍSES DE LA UE.

- 41 La polarización del empleo en Europa desde una perspectiva sectorial Valeria CIRILLO

La autora se centra en la polarización del empleo y proporciona evidencia para explicar los patrones de variación ocupacional sobre la base de cuatro macrogrupos de la CIUO según el nivel de calificación. Adoptando un enfoque estructural y sectorial, y mediante un análisis shift-share, pone de relieve diferencias entre las manufacturas y los servicios, así como entre países. La polarización se observa más bien en los servicios, y en algunos países europeos conduce a rechazar la teoría del sesgo del cambio tecnológico hacia el trabajo calificado.

PALABRAS CLAVE: SEGMENTACIÓN DEL MERCADO DE TRABAJO, ESTRUCTURA OCUPACIONAL, SECTOR SERVICIOS, PAÍSES DE LA UE.

- 69 La segregación ocupacional por horas de trabajo en Europa
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- En este artículo se cuantifican los niveles de segregación ocupacional entre el trabajo a tiempo parcial y a tiempo completo según los datos de la Encuesta Europea de Población Activa para quince países europeos, tratando de identificar algunos determinantes de la segregación mediante un análisis de regresión con tres grupos de indicadores (cantidad de empleo, calidad del empleo y factores institucionales). Por lo general, la segregación ocupacional por horas de trabajo es más alta para los hombres que para las mujeres y más alta para los trabajadores jóvenes que para los adultos. Así como entre los hombres la segregación se correlaciona solamente con la cantidad de empleo, en el caso de las mujeres adultas y los trabajadores jóvenes inciden variables asociadas a los tres grupos de indicadores.
- PALABRAS CLAVE: SEGMENTACIÓN DEL MERCADO DE TRABAJO, HORAS DE TRABAJO, EMPLEO A TIEMPO PARCIAL, MUJERES TRABAJADORAS, TRABAJADORES JÓVENES, PAÍSES DE LA UE.
- 89 La brecha salarial de género al inicio de la vida activa. Análisis basado en datos de Alemania
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- Se investigan las diferencias salariales entre hombres y mujeres graduados universitarios al inicio de la vida activa en todos los percentiles de la distribución salarial. Tales diferencias se descomponen según el modelo de índice único de DiNardo, Fortin y Lemieux (1996) y Fortin y Lemieux (1998), analizando los efectos de la dotación, el precio y la función de rendimiento de competencias. Los salarios iniciales de los varones son más altos en todos los percentiles, con una brecha de magnitud variable. Los efectos de la dotación y el precio son favorables a los hombres. La diferencia en la función de rendimiento de competencias es ventajosa para las graduadas.
- PALABRAS CLAVE: DIFERENCIAS SALARIALES, DISCRIMINACIÓN DE GÉNERO, INICIO DE LA VIDA ACTIVA, ESTUDIO DE CASO, ALEMANIA.
- 109 Las diferencias salariales entre países en la Unión Europea
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- Se investigan los determinantes de las brechas salariales entre países de la Unión Europea a lo largo de la distribución salarial según la propuesta metodológica de Firpo, Fortin y Lemieux (2009) y de Fortin, Lemieux y Firpo (2011). Los efectos de estructura salarial y de composición inciden en las diferencias salariales, aunque el primero de una manera más marcada. Este efecto se deriva de las diferencias entre factores desconocidos, mientras que el efecto de composición se explica principalmente por las diferencias en materia de educación, proporción de trabajadores con responsabilidades de supervisión, estructura ocupacional y, en menor medida, estructura de la actividad económica.
- PALABRAS CLAVE: DIFERENCIAS SALARIALES, ESTRUCTURA SALARIAL, PAÍSES DE LA UE.
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- PALABRAS CLAVE: DIFERENCIAS SALARIALES, TRABAJADORES AUTÓCTONOS, MUJERES TRABAJADORAS, TRABAJADORES INFORMALES, CONTRATO DE TRABAJO, PORTUGAL.

165 El sindicalismo y la desigualdad salarial en el régimen de «salario familiar»

Lilach LURIE

Las leyes de igualdad salarial de numerosos países de la OCDE consagran el principio de igualdad de remuneración para hombres y mujeres por un trabajo de igual valor. Sin embargo, durante la primera mitad del siglo xx, antes de la promulgación de esas leyes, empleadores y sindicatos promovieron la desigualdad a través del régimen de «salario familiar». Se investigan los orígenes históricos y sociológicos del «salario familiar» desde una perspectiva comparativa e histórica, esta última referida al caso de Israel. La compleja decisión sindical de promover este complemento salarial reflejaba una concepción patriarcal de la sociedad y se regía por principios socialistas.

PALABRAS CLAVE: DIFERENCIAS SALARIALES, IGUALDAD SALARIAL, FAMILIA, PAPEL DE LOS SINDICATOS, ESTUDIO DE CASO, ISRAEL.

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