



Life Course Policies and the Labour Market

Christine Erhel

Centre d'Economie de la Sorbonne, Université Paris 1
et CNRS; Centre d'Etudes de l'Emploi

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1- Life course and the labour market: some theoretical foundations for analysis

- Neo-classical economics: life cycle, labour supply and human capital investment
- Sociological approaches and socio-economics: an enlarged « life-course » perspective
- Transitional Labour Markets: time and transitions



2-Policy issues in OECD countries

2.1 The heterogeneity of life course patterns across countries : some empirical evidence of the impact of policies and institutions

- Age and the labour market
- Gender issues

2.2 The emergence of new social risks

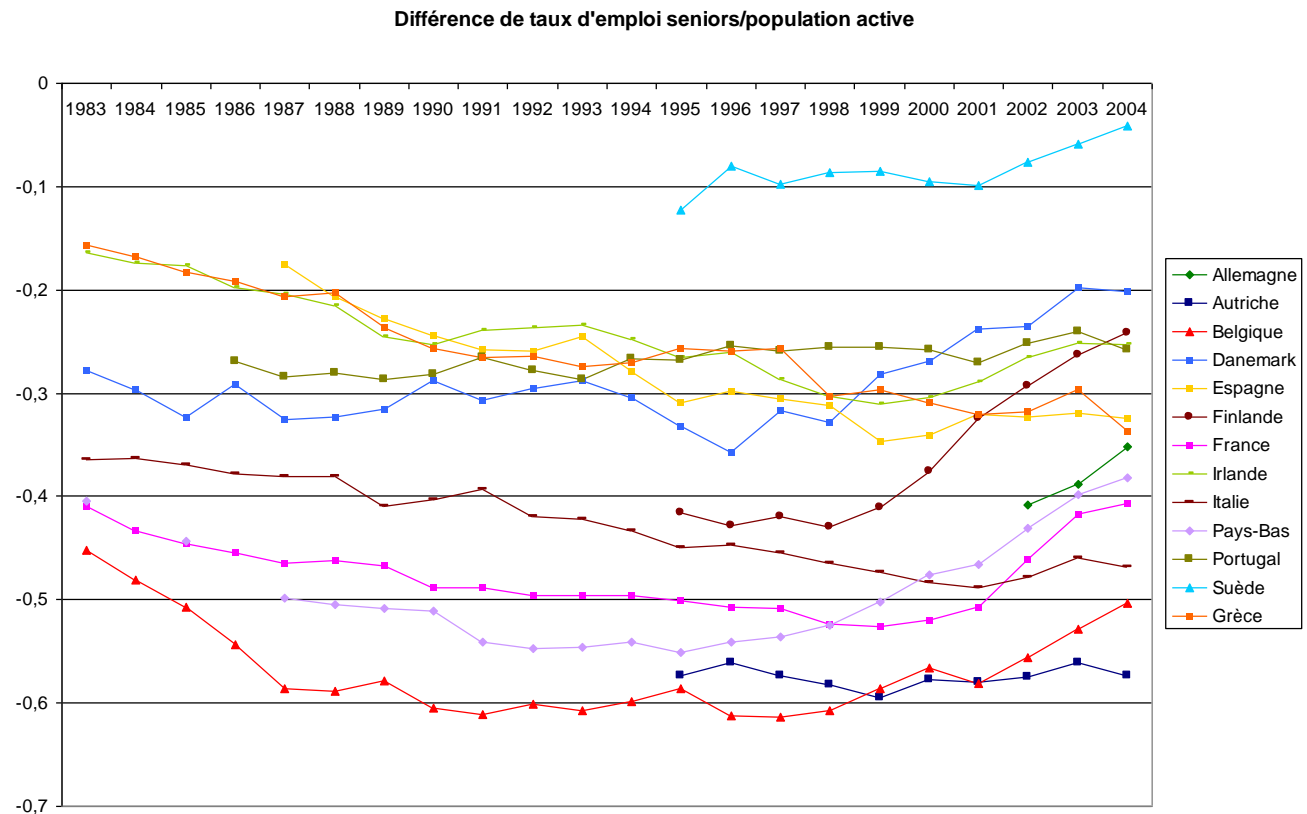
2.1 The heterogeneity of life course patterns: age and the labour market (1)

Table 1- Employment rates by age groups in some OECD countries (2004)

	15-24	25-54	54-65
EU 15	40	77.6	42.5
OECD	43	75.7	50.8
Australie	62.4	77.4	52
Austria	51.9	82.6	28.8
Belgium	27.8	77.3	30
Canada	57.8	81.3	54.8
Denmark	62.3	83.7	60.3
Etats-Unis	53.9	79	59.9
Finland	39.4	81	50.9
France	30.4	79.6	37.3
Germany	41.9	78.1	41.8
Greece	26.8	73.5	39.4
Ireland	47.7	78.8	49.5
Italy	27.6	72.2	30.5
Japan	40	78.6	63
Luxemburg	21.4	78.7	30.8
Netherlands	65.9	82.5	45.2
Portugal	37.1	81.1	50.3
Spain	35.2	72.7	41.3
Sweden	39.2	82.9	69.1
U-K	55.4	80.8	56.2

Source : LFS, Eurostat, et OECD (2006)

2.1 The heterogeneity of life course patterns: age and the labour market (2)



Source: LFS; Davoine, Erhel (2007)

2.1 The heterogeneity of life course patterns: age and the labour market (3)

Transitions
by age group

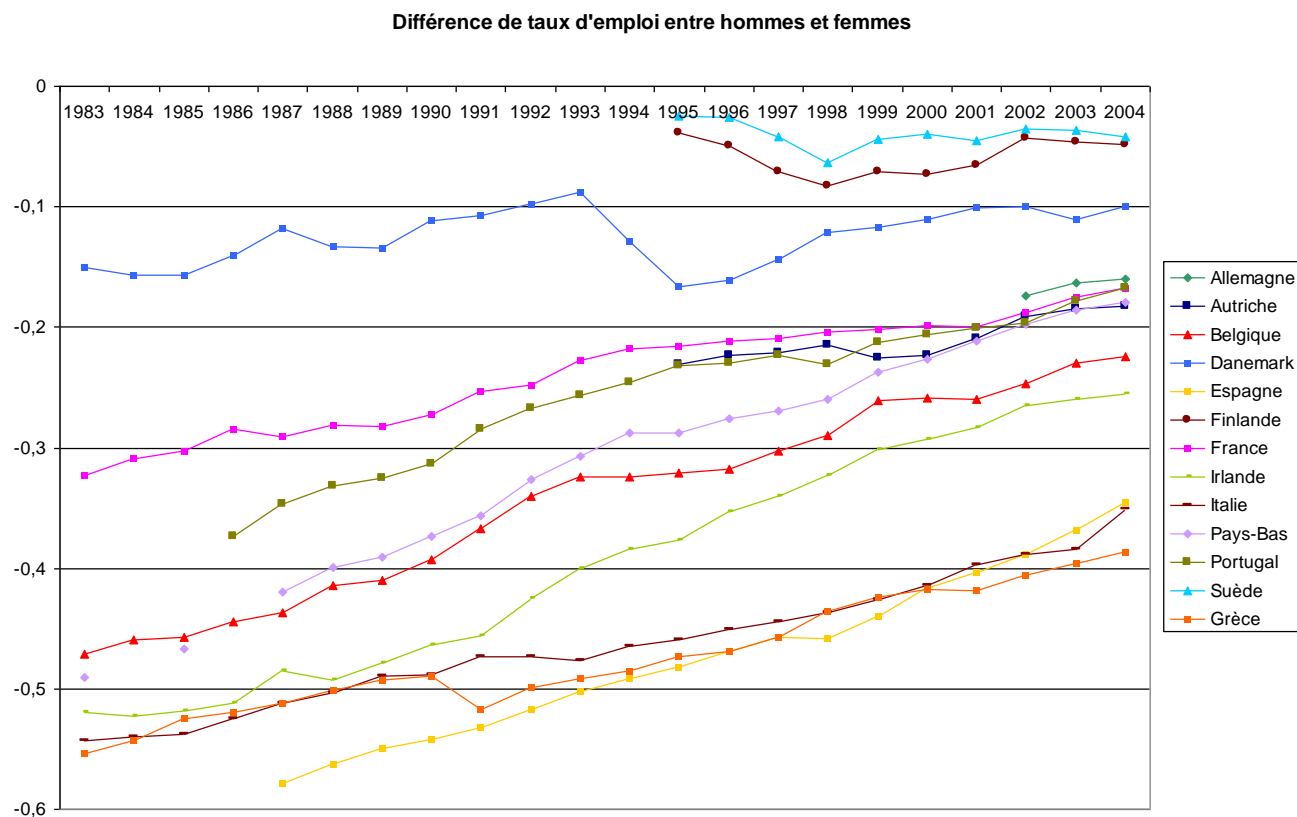
25-54		EU	DK	UK	FR	GER	IT	SP
U=>	N	34%	47%	44%	27%	37%	25%	43%
	I	14%	10%	21%	6%	11%	13%	17%
I=>	N	13%	25%	28%	0%	3%	8%	1%
	U	4%	4%	2%	1%	2%	4%	1%
N=>	U	2%	2%	1%	2%	3%	2%	4%
	I	2%	2%	5%	1%	4%	2%	2%

54-65		EU	DK	UK	FR	GER	IT	SP
U=>	N	8%	20%	27%	3%	4%	18%	9%
	I	30%	48%	27%	20%	36%	11%	25%
I=>	N	2%	1%	4%	0%	0%	2%	0%
	U	1%	1%	0%	0%	0%	0%	0%
N=>	U	3%	4%	1%	2%	9%	1%	3%
	I	11%	9%	12%	15%	8%	15%	12%

Source: ECHP, Anxo, Erhel (2006)

Observed probability of transition from one status (according to ILO definition) to another between 2000 and 2001
U Unemployment, I Inactivity, N Employment

2.1 The heterogeneity of life course patterns: gender and the labour market (1)



Source: LFS; Davoine, Erhel (2007)

2.1 The heterogeneity of life course patterns: gender and the labour market (2)

Transitions by age group for women, 2000-2001

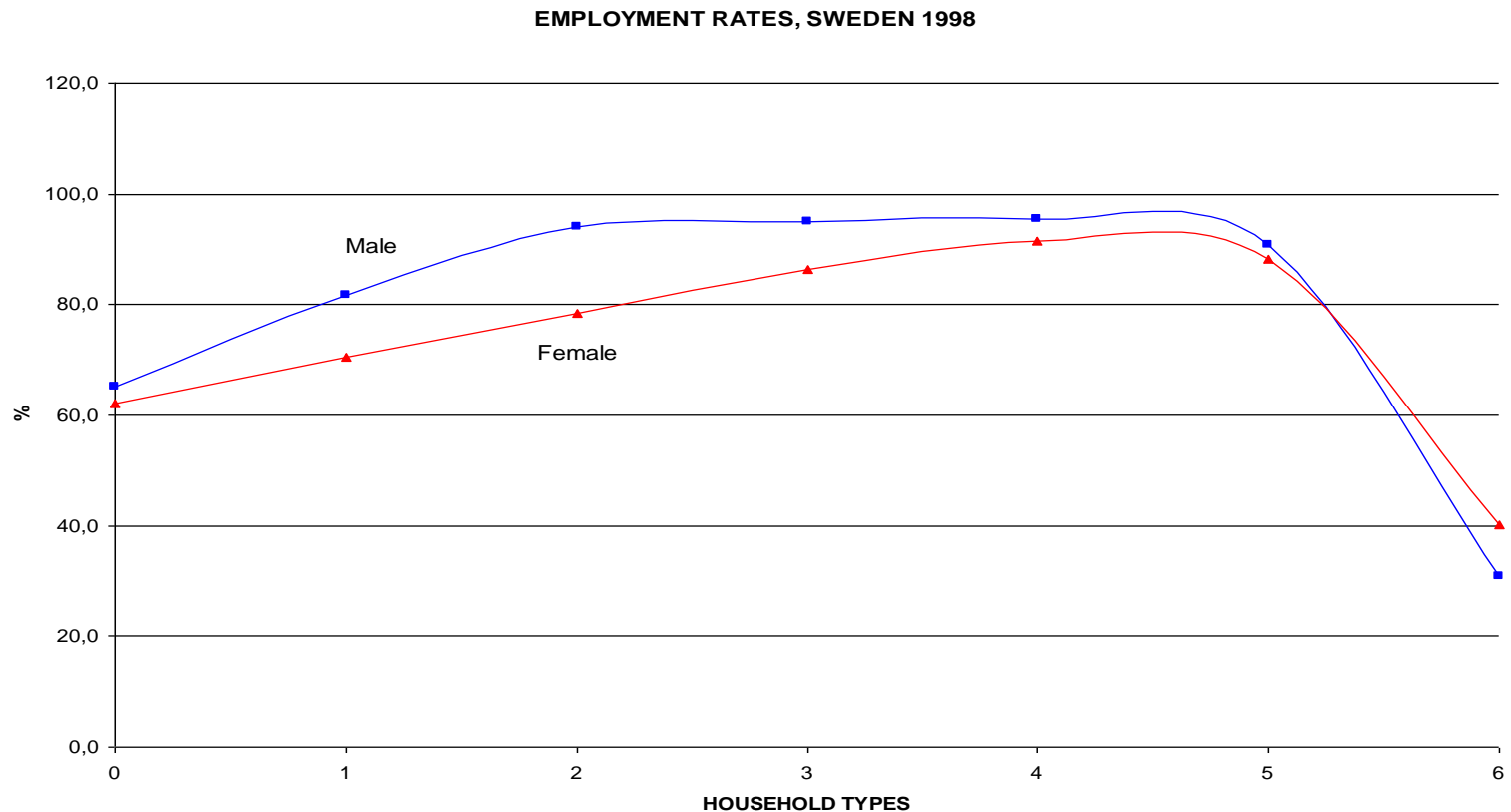
25-54		EU	DK	UK	FR	GER	IT	SP
U=>	N	30%	55%	43%	25%	36%	20%	36%
	I	20%	14%	38%	8%	17%	23%	24%
I=>	N	12%	15%	24%	0%	4%	1%	1%
	U	4%	3%	2%	1%	1%	0%	1%
N=>	U	3%	3%	1%	2%	4%	2%	5%
	I	4%	3%	8%	2%	6%	3%	5%

Source: ECHP, Anxo, Erhel (2006)

Observed probability of transition from one status (according to ILO definition) to another between 2000 and 2001

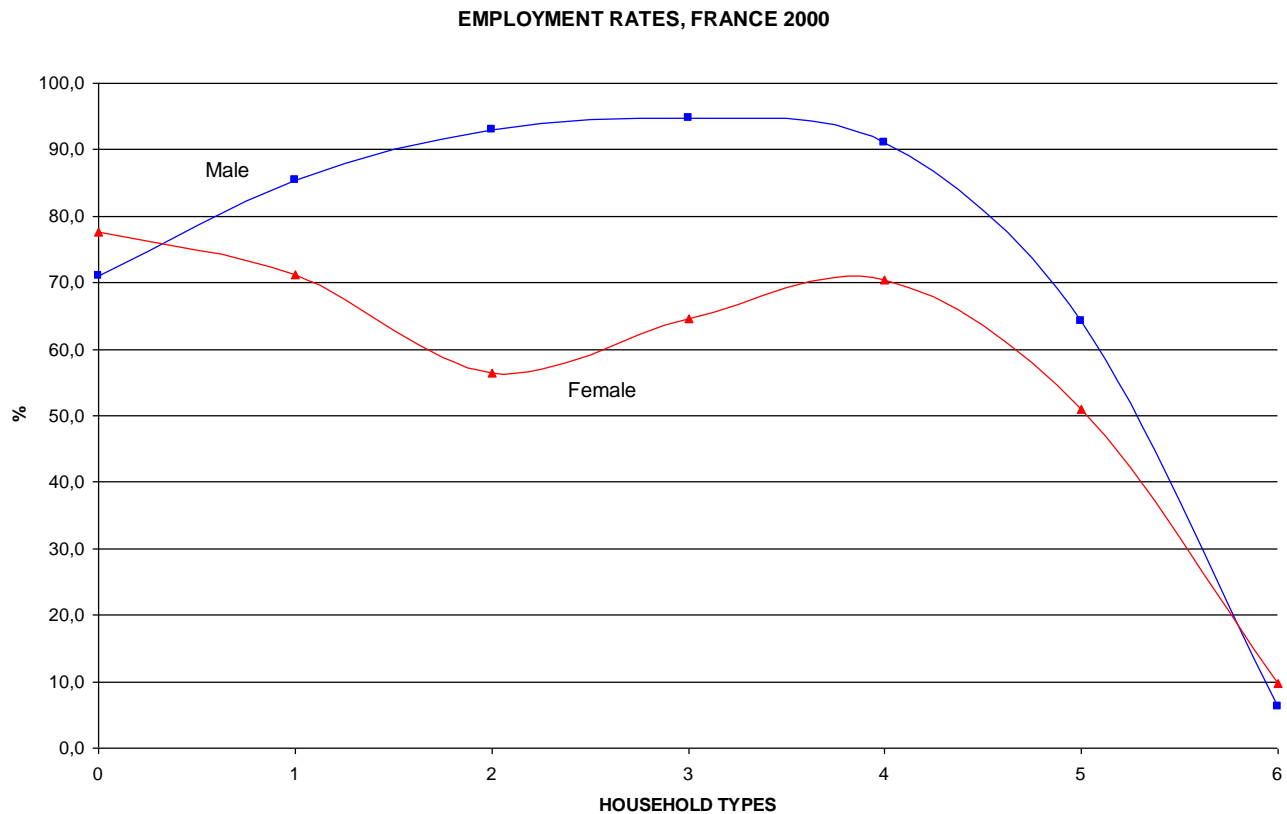
U Unemployment, I Inactivity, N Employment

2.1 The heterogeneity of life course patterns: household types approach (1)



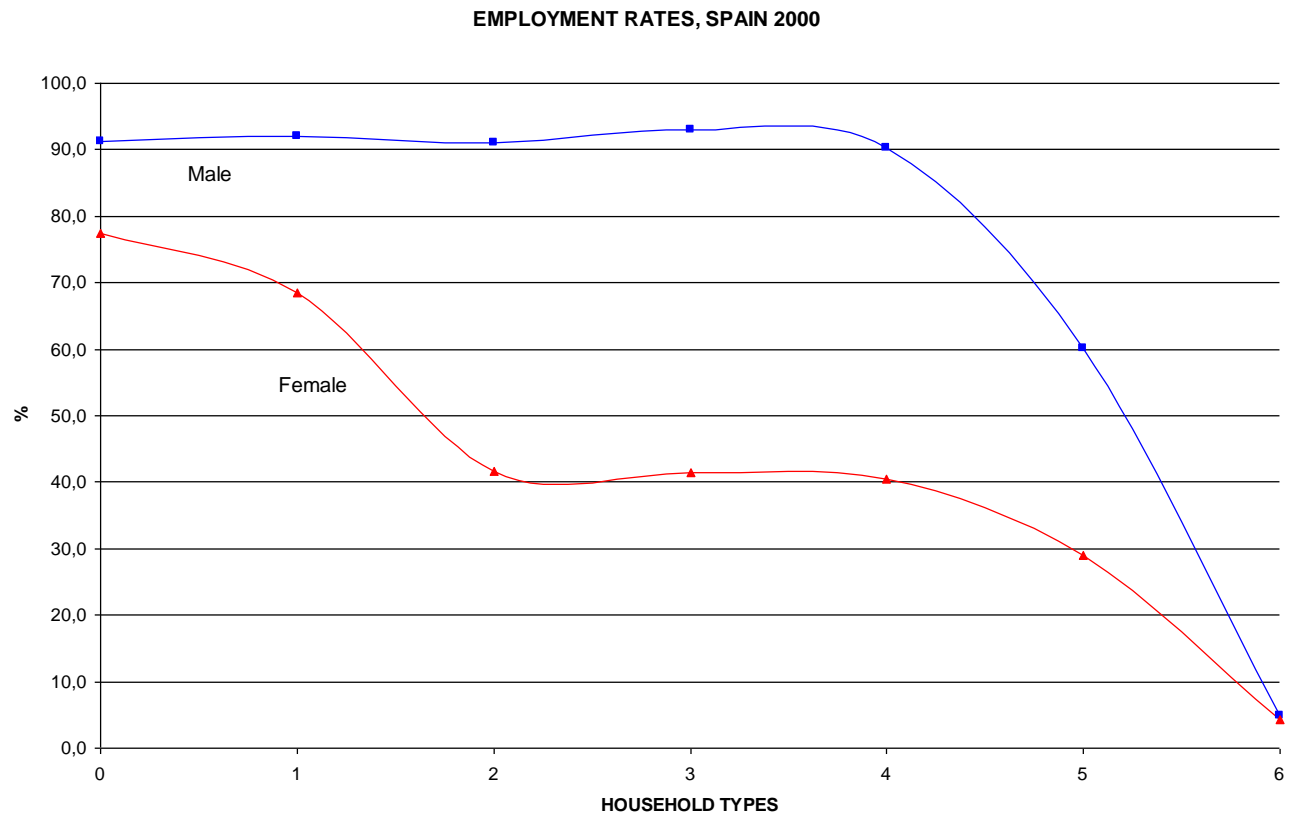
Source: ECHP, Anxo D, Cebrian I, Fagan C and Gloria M. (2007)
in Anxo, Erhel, Schippers (2007) *Transitions and Time Adjustments over the Life Course*, Dutch University
Press, chapter (also forthcoming in the *SEER*)

2.1 The heterogeneity of life course patterns: household types approach (2)



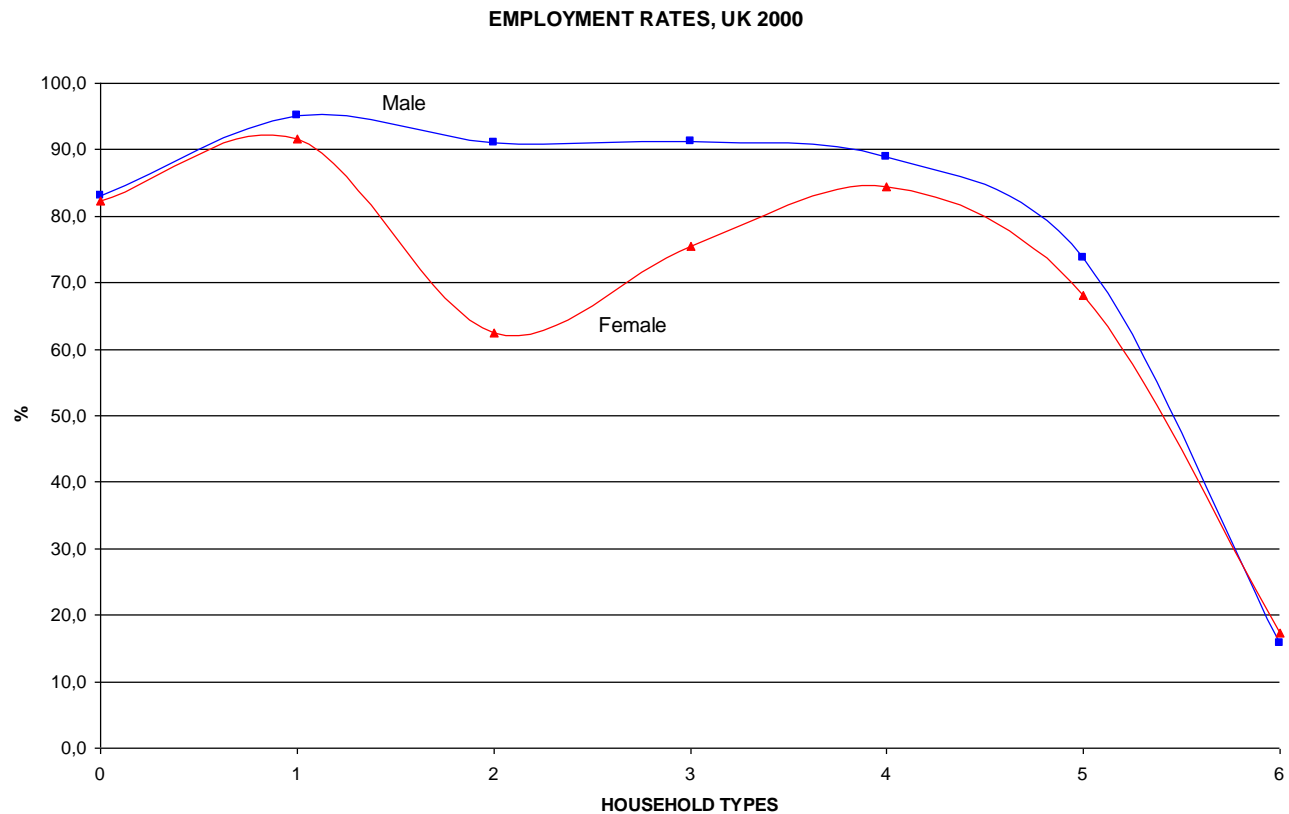
Source: ECHP, Anxo D, Cebrian I, Fagan C and Gloria M. (2007) *Ibid*

2.1 The heterogeneity of life course patterns: household types approach (3)



Source: ECHP, Anxo D, Cebrian I, Fagan C and Gloria M. (2007) *Ibid*

2.1 The heterogeneity of life course patterns: household types approach (4)



Source: ECHP, Anxo D, Cebrian I, Fagan C and Gloria M. (2007) *Ibid*



2.2 The emergence of new social risks

- « Time squeeze »
- Career discontinuities and poverty
- Cumulative inequalities (see the role of training)
- Irreversibility...



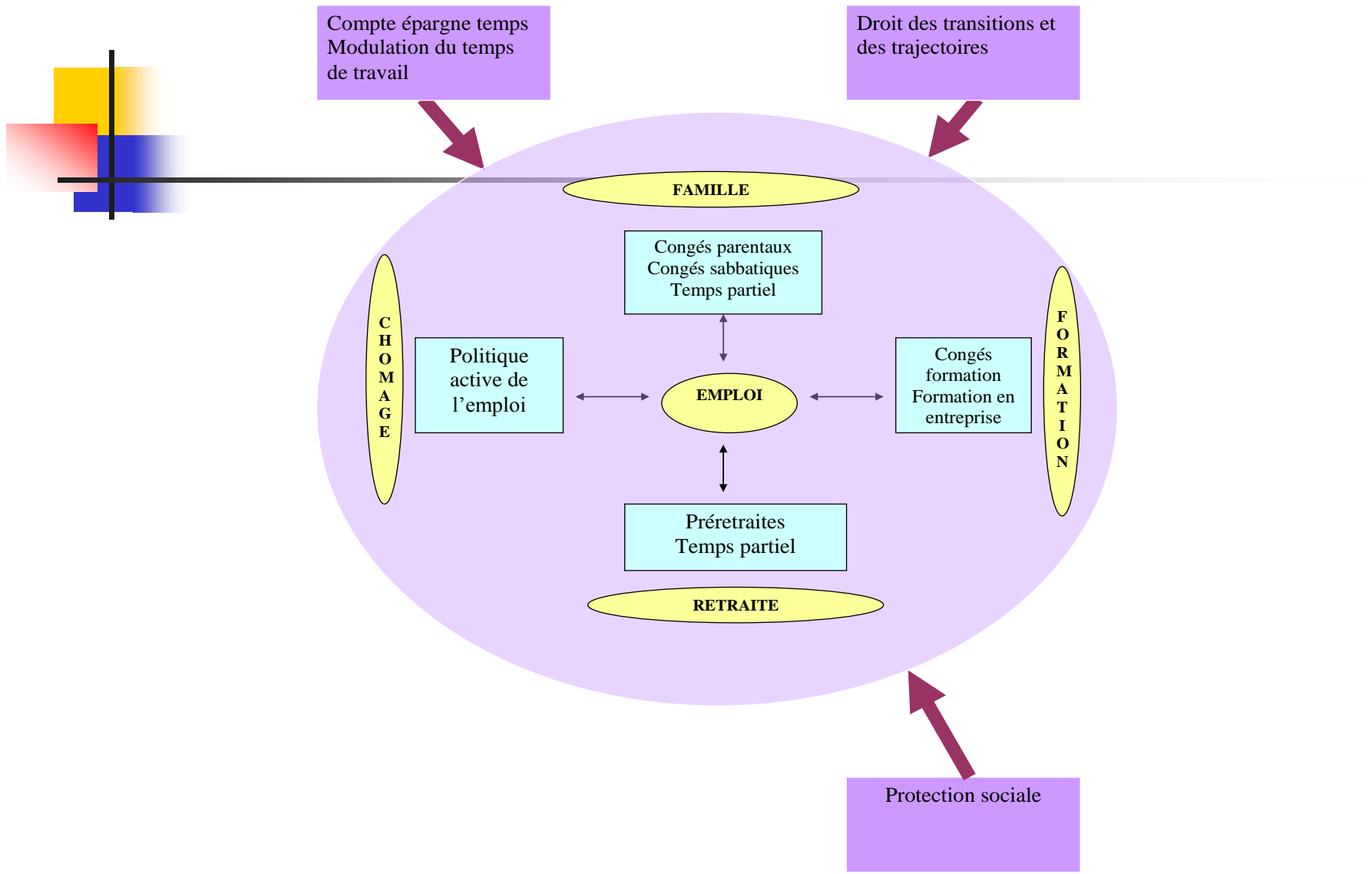
3- An overview of existing policies

3.1 Targeted policies

- Maternity, parental, training leaves regulation
- ALMP (training, job subsidies...)
- Retirement and early retirement

3.2 General policies

- Working time modulation and transition to part time
- Time saving accounts
- Leaves and career breaks
- Social protection



Les politiques de *Life Course* et les transitions sur le marché du travail.

Lecture : en bleu les politiques ciblées sur une transition ; en violet les politiques globales portant sur l'ensemble du cycle de vie.



4- Reforming social protection and labour market policies: some lessons from life course oriented approaches
