



30 YEARS OF THE OECD EMPLOYMENT OUTLOOK

**Its historical beginnings,
evolution and future
direction as a major policy
engine**

Paper prepared for the OECD

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ABSTRACT

The 2012 edition of the OECD *Employment Outlook* is the 30th edition of the OECD's annual assessment of labour market developments and prospects in member countries. The paper looks at how the *Outlook* has evolved since its inception, its influence and possible directions for future editions. The *Outlook* is viewed as a benchmark in labour market research and forecasting. It applies state-of-the art research methods and special data compilations to reach labour market policy recommendations. The topics covered in the *Employment Outlook* mirror the challenges occurring in OECD country labour markets. The most visible challenges over time have been the very high jobless periods -- a crisis-to-crisis approach -- and deep rooted problems such as youth and long-term unemployment, which have received continual coverage. Analysis of institutions and programmes to deal with these problems increased and the topics covered expanded to include analysis of those not working (the "inactive") and a host of concerns brought on by globalization. Introducing new labour market indicators and best practices has also been a trademark of the publication. The policy impact of the *Employment Outlook* appears to be high. It is cited often in major economic and social journals, rated highly by its peers, and valued by Labour Ministers and their Ministries. Future issues should maintain its core value of applying statistical analysis to relevant labour policy issues, while taking steps to reach a wider audience.

Introduction

The Organisation for Economic Cooperation and Development (OECD) is an economic bloc of 34 member countries founded in 1961 to stimulate economic progress and world trade. The Organisation is well known for its research and policy recommendations. It is also an international statistical agency, compiling data on a wide variety of economic subjects. One of its major subject areas for research, policy, and statistics has been the labour market, and the flagship publication in this arena is the OECD's annual *Employment Outlook*.

Since 1983, the OECD *Employment Outlook* has provided an annual assessment of labour market developments and prospects in member countries. Viewed as a benchmark in labour market research and forecasting, the OECD applies state-of-the-art research methods and data to reach policy recommendations which often point to the interrelationship between social and economic considerations and the need to achieve both efficiency and equity in the labour market. New statistical indicators have frequently been developed in the *Outlook* to enhance the quantitative analyses.

The 2012 edition of the OECD *Employment Outlook* is the 30th edition of the annual report and so it is a fitting milestone at which to take stock of how the *Outlook* has evolved since its inception, its influence and possible directions for future editions. Therefore, this paper has the following five objectives: (1) Provide a brief overview of the institutional history of the *Employment Outlook*; (2) show how the topics analyzed have evolved over time; (3) describe how the data sources and methodologies have evolved over time, with reference to the broader development of internationally comparative labour economics as a major field of empirical research; (4) discuss the impact of the analyses and policy recommendations presented in the *Outlook*; and (5) indicate how the *Outlook* can be most useful in coming years by tackling new policy issues, expanding its coverage to emerging economies, and tapping new data sources and methodologies.

In meeting these objectives, heavy reliance is placed on the contents of the *Outlook* itself and on personal interviews of former and current officials at the OECD having direct contact with the *Outlook* over its existence. The contributions of those interviewed are cited in the text. Of course, the people interviewed are not a random sample. It is instead an attempt to solicit the views of people knowledgeable about the *Outlook* in some way. They range from people instrumental in its launching and subsequent development to those who are heavy users in other OECD Directorates.

Historical perspective

The very first *Employment Outlook* published in 1983 was actually an outgrowth of the meeting of OECD Labour Ministers in 1982. The OECD Secretariat produced an analytical background report for this meeting entitled "The Challenge of Unemployment: A Report to Labour Ministers," and it reflected concerns about high and persistent joblessness (OECD, 1982). The Committee responsible for guiding OECD work in the area of labor market policy appreciated the report and thought such analysis should be produced on a more regular basis. Internal discussions with the OECD's Secretary-General led to the idea of an annual publication and the Committee agreed. John P. Martin, currently OECD Director for Employment, Labour and Social Affairs, was tasked with organizing the publication (Martin, personal communication, February 17, 2011). Martin referred to the ministerial background report as *Employment Outlook zero*, as it served as the model for the *Outlook*. The report was divided into two parts. The first provided a review of labour markets in OECD countries in the 1970s, while the second part presented possible policy responses during the 1980s in the face of rising joblessness.

Given the technical nature of the publication, it was deemed suitable for oversight by the OECD Working Party on Employment (WPE) and that is still the arrangement today. Draft chapters of each

edition of the *Employment Outlook* are reviewed by member-country delegates, but assessments of labor market prospects and policy choices do not necessarily correspond to the national authorities concerned. That is, the *Outlook* has a strong degree of independence. The number of chapters evolved naturally from the first issue where there was a deep interest in the dynamics of the labour market. Examining movements in and out of joblessness and their length were deemed critical to the analysis. The use of gross flow data thus marked what would become a trademark of the publication -- the willingness of the *Outlook* to use the most appropriate data and tools available to analyze an important labour market issue.

Interestingly, it took 20 years to gain public recognition of the authors of the *Outlook's* chapters. Beginning with the 2003 edition, the authors were listed in a box at the beginning of the publication. Although authors are now predominantly OECD staff members, it is not uncommon for the OECD to seek the help of outside academics in contributing to chapters, especially in the first 10 years of the *Outlook's* existence. For example, Chapter 5 of the 1986 *Outlook*, titled "The Youth Labour Market: Age or Generational Crowding," is largely based on a paper by Richard Freeman and David Bloom of Harvard University; Chapter 2 of the 1989 *Outlook*, titled "Educational Attainment of the Labour Force," draws on material prepared for the OECD by Arvil Van Adams of the George Washington University; and Chapter 4 of the 1991 *Outlook*, titled "Trends in Trade Union Memberships," is based on the work of Jelle Visser of the University of Amsterdam. The OECD also tapped more-or-less external authors, namely by housing visiting scholars (Swaim, personal communication, November 23, 2011). Economists on sabbatical from a university position or on detail from a national government contributed to the *Outlooks*. An example is Maury Gittleman on detail from the U.S. Bureau of Labour Statistics was co-author of Chapter 2 of the 1998 *Outlook*, "Making the Most of the Minimum: Statutory Minimum Wages, Employment and Poverty." Another example is that Robert Valletta on detail from the San Francisco Federal Reserve co-authored Chapter 2 of the 2001 *Outlook*, "When Money is Tight: Poverty Dynamics in OECD Countries". Contributions by external authors or those on detail to the OECD are recognized in a footnote at the end of the chapter.

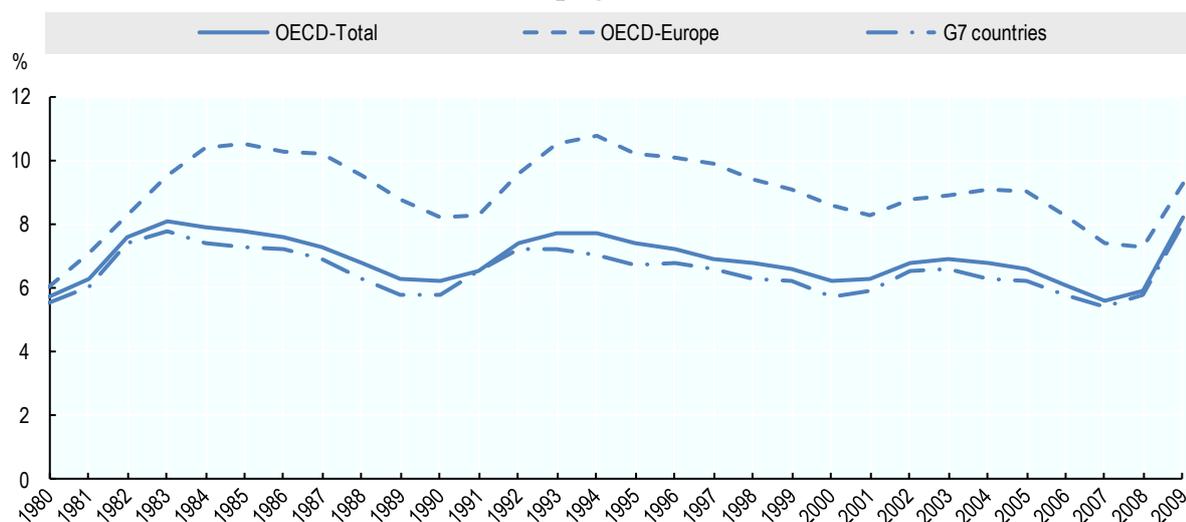
The Editorials, or policy statements drawing from the analytical work of the chapters, have always been a regular feature of the *Outlook*. In 2003, the concept of signing the editorial by the Director for Employment, Labour and Social Affairs was also introduced, giving more authority to the policy statement. The editorial for the 2006 *Outlook* was jointly signed by the Directors of the Economics Department and the Employment Directorate because both Directorates had been involved in the reassessment of the OECD Jobs Strategy of 1994 that provided the basis for it. Moreover, much of the 2006 *Employment Outlook* was based on the reassessment.

Evolution of topics

Each *Employment Outlook* begins with an editorial policy statement and concludes with a statistical annex. The chapters in-between vary in number and content, covering a variety of labour market issues that usually relate to the central theme of each edition. The following characterization of the *Outlook* by Jørgen Elmeskov, currently Deputy Chief Economist of the OECD's Economics Department, captures its essence; "it is not generally living its own life, it responds to the outside world" (Elmeskov, personal communication, April 2, 2011).

Looking at the big picture, it is clear that the topics covered in the *Employment Outlook* mirrored the problems or challenges occurring in most OECD member country labour markets. High on this list is overall joblessness: over the years from 1983 to 2011, unemployment has ebbed and flowed, with "crisis" levels of 10 percent or higher on average reached in the mid-1980s, mid-1990s, and again in the most recent recession (see Chart 1). As such, overall joblessness is covered in all issues. When unemployment is lower, the emphasis of the *Outlook* turns to structural unemployment developments rather than crisis levels.

Chart 1. Unemployment rates, 1980-2009

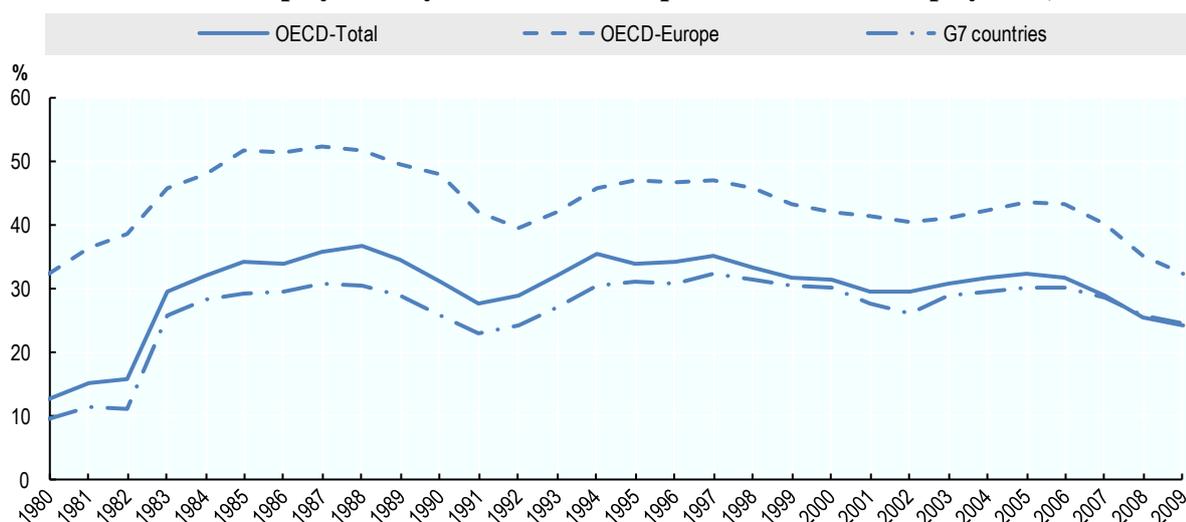


Source: Source: OECD data compiled by U.S. Bureau of Labor Statistics, Division of International Labor Comparisons. See Technical Annex.

The *Employment Outlook* covers core issues in the functioning of labour markets. It does this by following developments in the academic as well as the policy world. For example, it dug into the issues of income inequality in the mid-1990s and globalization in the mid-2000s. As such, Ron Gass indicates that the *Outlook* serves as a pathfinder for comparative issues in international labour, lighting up targets in the not too distant future (Gass, personal communication, March 22, 2011).

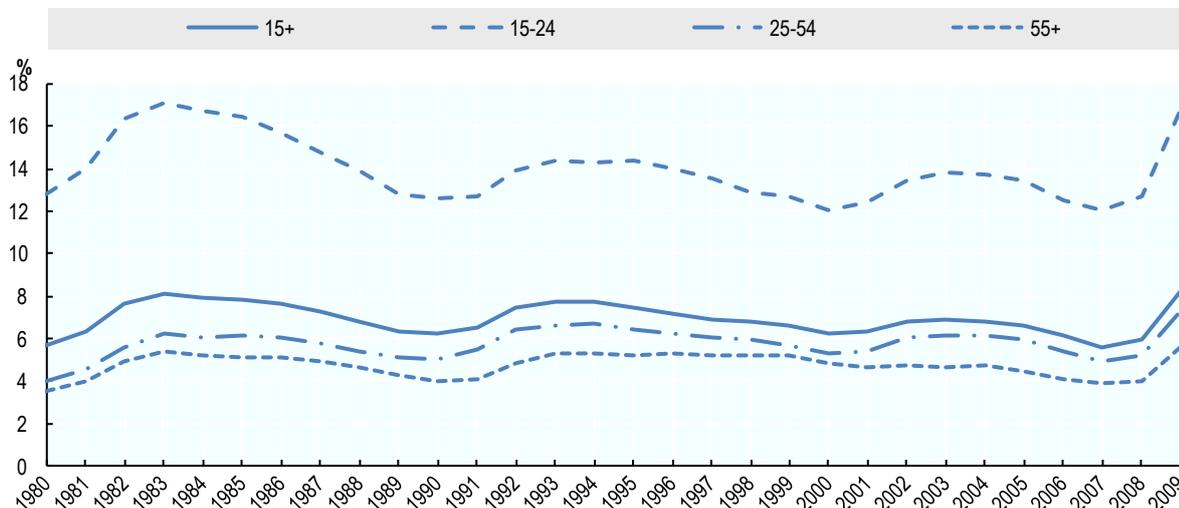
The first edition set the stage for issues and policies that would repeat in future *Outlooks* (see Appendix for complete list of chapters). For example, there was an initial focus on youth and long-term unemployment, which are persistent and seemingly intractable problems, with rates remaining well above average in OECD countries, especially in Europe over the years since 1983 (see Charts 2 and 3).

Chart 2. Persons unemployed one year and over as a percent of total unemployment, 1980-2009



Source: OECD data compiled by U.S. Bureau of Labor Statistics, Division of International Labor Comparisons. See Technical Annex.

Chart 3. OECD-Total unemployment rates by age, 1980-2009



Source: OECD data compiled by U.S. Bureau of Labor Statistics, Division of International Labor Comparisons. See Technical Annex.

Policy focused on the application of complementary macro- and micro-oriented policies to reduce unemployment – macro for cyclical and micro for structural. Eventually targeting would be introduced to combat the persistence of youth and long-term unemployment.

The second (1984) edition of the Employment Outlook was also a stage setter by launching what would prove to be a long-running debate on the value and ramifications of flexibility in the functioning of the overall economy. This included flexible labour, product and capital markets. The flexibility argument for U.S.-Europe differences developed into a full-scale debate. What does flexibility mean? It is not just wage adjustments. It includes work organisation, work force mobility and human capital formation. The debate included the tradeoff between flexibility and employment security.

As the 1980s decade was ending and labour markets improving there was a concern with: “A rising tide not raising all ships,” as employment grew but unemployment did not fall for all worker groups. Skill shortages were also starting to appear. What policies were most appropriate in this environment? The *Outlook* stressed measures to improve employability for particular groups and policies to facilitate the process of job creation. Although now considered ill-fated and a dead-end approach, rationing the supply of labour was then emphasized. This included reducing the flow of immigrants, increase early retirement, discourage women working, and longer schooling for youth. A quick reversal occurred with the promulgation of policies that mobilized labour supply, featuring the OECD watchword of an “Active Society,” whereby barriers to the employment of welfare recipients, women, retirees, the disabled, and immigrants would be reduced:

- Welfare recipients –break dependency and reduce inequality in job access;
- Women – move beyond part time and broaden occupations;
- Retirees – more flexible work/retire option combinations;

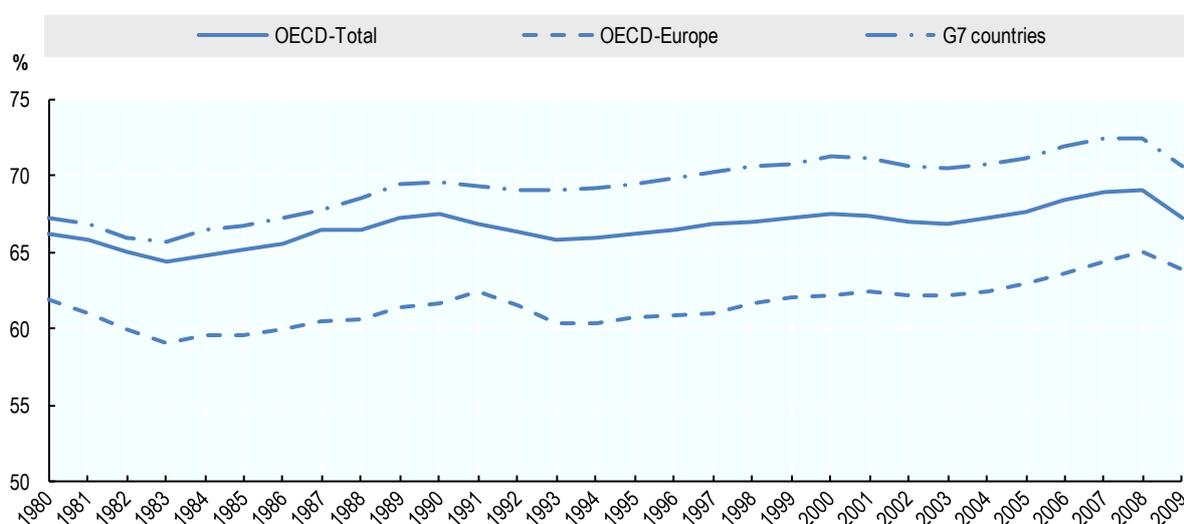
- Disabled – recognition of special needs; and
- Immigrants –reduce barriers.

An “Active Society”, which was first mentioned in the 1988 edition of the *Outlook*, was further emphasized in following editions. The ideas were brought together in a new framework that advocates a medium to long-term strategy and recommends a shift away from measures that generate dependency on income transfers to those that mobilize labour supply and foster economic opportunity, improve the efficiency of labour market matching, and develop employment-related skills. The “Active Society” stresses that labour market policy is part of a larger policy package that is based on a broad system of monitoring and review of labour markets. Such monitoring occurred in the *Outlook* – starting in 1992 with a review of the Public Employment Service in a number of member countries.

The 1991 *Outlook* included a special section devoted to developments in the labour markets in the former Socialist countries of Central and Eastern Europe. These “transition” countries were monitored regularly in subsequent issues of the *Outlook* until they themselves became members of the OECD. The same edition included a chapter on labour markets in Dynamic Asian Economies which foreshadowed the later membership of South Korea in the OECD.

In 1993, the OECD noted the importance of not just relying on a single labour market measure like unemployment to gauge the state of the labour market – other important indicators included were the employment-population ratio, non-employment measures, and job quality (as measured by earnings and part-time versus full-time and temporary versus permanent employment). The concern with the number of people not working and thus not as likely to be contributing to the economy is highlighted in Chart 4, with the employment-population ratio hovering around its low point for European countries of 60 percent in 1993. It is noted in the *Outlook* that there is a virtuous cycle, whereby macroeconomic policies must provide a predictable noninflationary environment while structural policies leverage this by making labour and product markets more flexible. A key link in establishing this cycle is developing a comprehensive human resources policy, shifting from passive to active policies whereby structural unemployment can be reduced by training and improved job matching. All of these are points continually noted in the *Outlook*, especially active labour market policies as opposed to passive safety net expenditures. Moreover, it marks the *Outlooks* as a platform for promulgating evaluation of outcomes; e.g. noting successful retraining programmes that are targeted and intensive.

Chart 4. Employment-population ratios, 1980-2009



Source: OECD data compiled by U.S. Bureau of Labor Statistics, Division of International Labor Comparisons. See Technical Annex.

In 1995, the Employment Outlook returned to the theme of supplementary measures of labour market slack. An article introduced two measures additional to unemployment: discouraged workers and involuntary part-time workers. This parallels the BLS alternative unemployment indicators framework, known as U-1 to U-6 which was introduced in 1994 (Haugen and Bregger, 1995).

As joblessness climbed in the early 1990s, the OECD formed a task force to produce a large-scale analysis of unemployment called the “Jobs Study” in 1994, followed by the “Jobs Strategy” in 1996 which tailored the recommendations of the Jobs Study to the specific circumstances of each member country to enhance the likelihood of implementation (OECD, 1994 and 1996). The *Outlook* provided support for the OECD Jobs Study’s twin goals of higher employment and good jobs by elaborating on several planks of the Study. Creating a higher rate of firm births is considered to be an important policy objective but how to do it is highly debated because of high firm deaths. High turnover implies need for policies to assist in job matching and/or retraining. The *Outlook* promoted more programme evaluation and model programmes in OECD countries, recommending that member countries examine them for possible implementation.

The *Outlook* has been successful in getting the policy message out oftentimes by using creative terms for issues that have tremendous policy relevance. A few of the more prominent include – *make work pay*, *unemployment and poverty traps*, *lone parents*, and *life-long learning*. Each of these terms connotes an important policy need, and many of them we now take for granted.

The OECD member countries have a diversity of institutional frameworks, and digging into institutional issues and examining their labour market impact has become a trademark of the OECD. An excellent example of this approach in trying to reduce unemployment occurred in the mid-1990s recession. Chapter 2 of the 1996 *Outlook* presented an analysis on taxes and benefits. It notes that too high unemployment benefits and welfare relative to wages may discourage working (unemployment trap) or high marginal tax rates discourage working more hours (poverty trap). Although neither are the main cause of unemployment, reforming them can lower it.

As the job market improved in 2000, the *Outlook* could concentrate on the continuing problem of structural unemployment; policy discussions focused on low pay and low skilled workers who were most apt to be unemployed long term. Many of these workers may have lost their jobs because of international trade. The *Outlook* examined the trade and employment issue from a cross country or international standpoint, perhaps becoming the first to do so. Heretofore, analysis of the impact of trade on employment had been limited to a single country or specific trade agreement.

A concept taken up in the *Outlook* that is related to low-wage, low-skill work is “Rewarding Work”. It provides an excellent example of the careful detailed wording employed by the *Outlook* on controversial policies. Wage subsidy policies (also termed making work pay) are one such set, as evaluations of them tend to show that they end up redistributing work more so than creating jobs. The 2000 *Outlook* Editorial begins by saying “transfers to low-paid workers or their employers might reduce unemployment.” It goes on to banter back and forth on the pros and cons concluding they merit consideration under certain conditions and lays out what those conditions are. All and all it is a very even-handed approach clearly indicating when it is most appropriate for countries to adopt “making work pay” policies. This indicates that the *Outlook* recommendations are typically guided by the evidence and not some preconceived notion of what the best policy approach should be for all countries.

The early part of the 21st century appears to mark a major transition in the type of articles featured in the *Outlook*. Following a few chapters on issues beyond the labour market but related to it -- e.g. poverty reduction -- the *Outlook* provides in-depth analyses of policies and institutions governing the functioning of OECD labour markets. It also monitors countries' employment reforms and builds policy indicators. Table 1 illustrates the extensive number of *Outlook* chapters devoted to labour market institutions and policies; it exceeds by far any other issue with the lion share of them in the years of the first decade of the 21st Century.

The labour market has changed since the 1990s; jobs are often less secure. Skills become obsolete more quickly nowadays, and new tasks must be learned fast. People have to be "ready" for work; hence, the importance of lifelong learning. Providing a regulatory framework to encourage a learning culture and monitor the quality of training services is difficult. But the private sector must take its share of the responsibility, as there is evidence in *Outlook* studies that businesses invest in skilled workers first, less in women than in men, and less in small firms than in large firms. Changing this by co-operating closely with employers is one way forward. Another way is the co-financing route whereby all players -- employers, workers and governments -- contribute to financing the costs of training investments. This may well involve financial contributions but it could also involve workers giving up their time in order to train. What works, for whom and why: these are questions we need to know more about. Importantly, Labour Ministers asked the OECD to help find answers to these sorts of questions, and when answers are provided, they appear in the *Outlook*.

Table 1. Analysis of labour market institutions and policies in the Employment Outlook, 1983-2012

Chapter	Year
Profiles of Labour Market Budgets 1985-1987	1988
Descriptions of Unemployment Benefit Systems in OECD Countries	1988
Unemployment Benefit Rules and Labour Market Policy	1991
The Public Employment Service in Japan, Norway, Spain and the United Kingdom	1992
Active Labour Market Policies: Assessing Macroeconomic and Microeconomic Effects	1993
The Public Employment Service in Denmark, Finland and Italy	1995
Employment Protection and Labour Market Performance	1999
Training of Adult Workers in OECD Countries: Measurement and Analysis	1999
Eligibility criteria for unemployment benefits	2000
Benefits and Employment, Friend or Foe? Interactions Between Passive and Active Social Programmes	2003
Employment Protection Regulation and Labour Market Performance	2004
Improving Skills for More and Better Jobs: Does Training Make a Difference?	2004
Increasing financial incentives to work: the role of in-work benefits	2005
Labour market programmes and activation strategies: evaluating the impacts	2005
Public employment services: managing performance	2005
General policies to improve employment opportunities for all	2006
Policies targeted at specific workforce groups or labour-market segments	2006
Social implications of policies aimed at raising employment	2006
Understanding policy interactions and complementarities, and their implication for reform strategies	2006
Reassessing the role of policies and institutions for labour market performance: A quantitative analysis	2006
More Jobs but Less Productive? The Impact of Labour Market Policies on Productivity	2007
Financing Social Protection: The Employment Effect	2007
Activating the Unemployed: What Countries Do	2007
Pathways onto (and off) Disability Benefits: Assessing the Role of Policy and Individual Circumstances	2009
Institutional and policy determinants of labour market flows	2010
Income Support for the Unemployed: How Well Has the Safety-Net Held Up During the “Great Recession”?	2011
The Labour Market Effects of Social Protection Systems in Emerging Economies	2011
What Makes Labour Markets Resilient During Recessions?	2012

Another indication of the transition to new topics is the stark change in the view of trade and globalization in recent years. The theme of the 2005 edition of the Outlook was “Globalization: coping with the challenge.” In place of the view of trade supporting a growing job market, it has contributed to a rising fear of job insecurity, especially as emerging markets in India and China have integrated into the world trading system. This fear is not surprising against a backdrop of sluggish employment growth. Another development is the rapid technological advances and the huge extra workforce notably in China and India that make it all the more important for workers in OECD countries to be ready and able to adjust quickly to new challenges and stiffer competition.

The recent *Outlooks* keep the globalization theme in the limelight and relate to the world financial crisis and deep labour market recession it caused. The 2007 and 2008 editions return to the globalization theme and its paradox – the fruits of trade openness and the prosperity it brings versus the insecurity it

breeds for workers as some jobs will indeed be lost. The link between job stress and mental health problems and the pay and working conditions offered by multinational firms are addressed. The policy prescription is now well known – remove barriers to sectors where comparative advantages lie, support worker mobility, make social protection employment oriented, make work pay and encourage lifelong learning.

A chapter in the 2011 edition of the *Outlook* continued to delve into the topic of globalization by analyzing the labour market effects of social protection systems in key emerging economies where such systems play an essential role in addressing persistent poverty and tackling income inequality. The findings suggest that extending social protection coverage can, if well designed, contribute to improved labour market outcomes; however, poorly designed systems can weaken the incentives to work and impede the development of formal employment. The chapter provides recommendations to ensure positive outcomes. The emerging markets covered are three OECD members (Chile, Mexico, Turkey); four “enhanced engagement partners” (Brazil, China, Indonesia, and South Africa); and one economy seeking to join the OECD (the Russian Federation). Thus, the *Outlook* is extending its advice to a number of non-member countries.

The 2009 and 2010 issues of the *Outlook* focus on the jobs crisis in particular and looks at steps taken by governments to help workers and the unemployed, recommending ways of preventing current high levels of unemployment from becoming entrenched by keeping a foothold in the labour market and ensuring that more disadvantaged jobseekers do not disconnect from the labour market. A major risk is that much of this unemployment becomes structural in nature as many of the unemployed drift into long-term joblessness or drop out of the labour force (Martin, October 2009). Martin feels that this was a missed opportunity. He says that calls for additional public spending on labour market policies have to bear in mind the growing fiscal constraints many countries are facing due to the crisis. However, the extra spending can be justified on cost-effectiveness grounds. Martin points out that we now know a lot about what works and what does not work in this area. Even in a deep recession, many jobs are created by firms that are able to exploit new market opportunities, and employment services can play a decisive role in helping fill these vacancies quickly. Indeed, as OECD research suggests, the focus and resources behind activation could be shifted somewhat from the “work-first” approach, which tended to dominate prior to the crisis, to a “train-first” approach. This is likely to be particularly important now, since the global economic crisis is spurring structural changes in OECD economies, and measures to foster skills and training will help ensure that workers are well-equipped for emerging jobs. The 2011 edition of the *Outlook* analyzes how well the safety-net held up during the “Great Recession” and discusses lessons learned about income support for the unemployed during deep recessions.

Evolution of analysis

The evolution of analysis in the *Outlook* parallels international comparative analytical growth over time with more sophisticated analytical approaches, inclusion of more countries, and added use of micro and panel data. John Martin said the plan from the beginning was to ensure the work published in the *Outlook* was firmly grounded in state-of-the-art, empirical analysis and was policy relevant to labour market issues of the day (Martin, personal communication, February 17, 2011). So, the *Outlook* has tried to keep pace with the research methods and tools of applied economic literature. It can be considered a benchmark for state-of-the art international labour comparative research.

When moving beyond broad labour market indicators like employment and unemployment, early chapters relied on data for about a dozen countries rather than all member countries. At times, special analyses relied exclusively on data from the Statistical Office of the European Communities and excluded the non-European member countries. As time passed, data for the non-European countries were requested

from the statistical offices in those countries for the special analyses, and the country coverage in the *Outlooks* became more comprehensive.

In the opinion of co-author Sorrentino, who was a long-time reviewer of draft chapters of the *Employment Outlooks* when employed at BLS, the data tables in the earliest *Outlook* chapters were not very well annotated and unjustly sold the numbers for the various countries as comparable. However, there was significant improvement in the annotations and the comparability of the data over time. This point is made by Sorrentino in her published review of the 1991 *Employment Outlook* where she states: “Because of its international orientation, the *Outlook* gives careful attention to conceptual and methodological questions to ensure that cross-country comparisons are enlightening rather than misleading” (Sorrentino, 1991). Often, OECD charts show valid evolutions of data over time, but comparability across countries of levels may not always be valid. The *Outlook* analyses almost always give appropriate caveats about comparability in the text of the chapters and further technical details in annexes to the chapters, but the reader must consult these notes to understand comparability issues.

Making labour market data comparable across countries is an evolving phenomenon. Major labour market indicators are more comparable than detailed data. In analyzing labour market issues in a comparable manner, the OECD mainly has to accept the data given to them by member countries. This has raised concerns. David Grubb, who has authored several *Employment Outlook* chapters, questions the usefulness of international micro panel data from a comparability standpoint. Little is known about the national frameworks that generated the data, he says (Grubb, personal communication, March 14, 2011).

A highly valued feature in many *Outlook* chapters is how well important information is displayed. For example, the details of related empirical work are effectively displayed in a matrix by columns of study, method, and key findings. Also, information related to labour market programmes and rules like child care, parental leave, severance packages and labour standards are all captured and presented in matrices or boxes. The *Outlook* is especially adept at using “boxes” to highlight important background information by using different shades of color.

When an analysis of the job creation/job destruction or labour market dynamics phenomenon was introduced in the 1987 edition, the OECD demonstrated some creativity out of necessity to include the United States in the analysis by using the State of Pennsylvania data since overall data for the United States were not available. As data became available in member countries such as family data, reasons for unemployment, displaced workers, training etc., they would soon be presented and analyzed from a comparative perspective in the *Outlook*. Data used in the analysis have indeed evolved from aggregate to micro, from point-in-time to panel, from a few countries to many countries, and for OECD countries only to include non-OECD countries important in international trade.

Data types expanded in the 1990s as longitudinal data sets (following the same individual over time), micro data from household surveys and firm level panel data from a number of countries all became available and were used in *Employment Outlook* analyses.

The Statistical Annex has been a main feature of the *Outlook* since its inception with statistics on the major employment and unemployment indicators. Additions over time have included annual hours of work, duration of unemployment, and spending on labour market programmes broken down by type – passive and active. Also, other data series related to the labour market have been in and out of publication, such as fertility rates. More detailed labour market data are now available from the OECD online so that the *Outlook*'s Statistical Annex represents only the tip of the iceberg of data available.

The third (1985) edition of the *Outlook* introduced regression analysis in the main body of the issue for the first time. Clearly, early *Outlooks* wanted to set the stage for the type of publication envisioned by

the founders – providing labour market policy related research well ground in economic theory using the most appropriate analytical techniques available.

Table 2 summarizes the evolution of the use of analytical techniques in the *Outlook*. For example, it shows in 1986 the introduction of regression analysis in a chapter examining wage changes using industry observations and an examination of the cyclical sensitivity of self employment. Reading table 2 from top-to-bottom verifies the words of John P. Martin of keeping pace with the research methods and tools of applied economic literature. Regression approaches begin with time series and cross section analysis then merge the two with fixed and random effects models. As more micro data became available, the techniques kept pace with logit, probit and tobit models to determine the probability of a particular event happening. Ordered and multinomial logit followed to analyze labour market indices or the likelihood of moving among labour force statuses. Recent *Outlook* articles have used even more sophisticated analytical techniques often designed to deal with known model specification issues. This permits the analysis of labour market issues in greater detail than heretofore possible.

Table 2. Evolution of analytical techniques in the Employment Outlook, 1983-2010

Year	Chapter	Technique	Purpose
1983	Technical annex	OLS	Exam the cyclical sensitivity of labour force participation and present a model for forecasting long-term unemployment in 4 countries
1986	The Youth Labour Market Problem: Age or Generational Crowding	OLS with partial fixed effects	Analysis of youth wages and unemployment
1986	Technical annex	OLS	Exam the cyclical sensitivity of self employment
1988	Technology and employment	OECD interlink model for simulations	Study the effects of changes in productivity
1989	Annex	OLS over sub-periods	Examine why countries with similar economic growth rates had different employment responses
1993	Active Labour Market Policies: Assessing Macroeconomic and Microeconomic Effects	Time series; cross country	Analysis of the impact of active labour market policies on employment and wages
1993	Long-term Unemployment: Selected Causes and Remedies	Time series	Examine effect of long-term unemployment on wages
1996	Growing into Work: Youth and the Labour Market over the 1980s and 1990s	Cross country with time trend	Study how joblessness effected youth school attendance
1998	Getting Started, Settling In: The Transition from Education to the Labour Market	Fixed effects	Study how EPL (dummy variable—had EPL yes or no) and CB impacted youth employment and unemployment
1999	Training of Adult Workers in OECD Countries: Measurement and Analysis	Probit and logit	Probability of receiving training

Table 2. Evolution of analytical techniques in the Employment Outlook, 1983-2010 (cont.)

Year	Chapter	Technique	Purpose
1999	Training of Adult Workers in OECD Countries: Measurement and Analysis	OLS using household survey data from a number of countries	Study the effect of training on wages
1999	Employment Protection and Labour Market Performance	Random effects	Examine the strictness of EPL as a predictor of joblessness
2003	Upgrading Workers' Skills and Competencies	Tobit and probit	Analysis of training determinants
2004	Recent Labour Market Developments and Prospects	Ordered logit model	Analyze an index of extent of conflict between work hours and family life
2005	Increasing financial incentives to work: the role of in-work benefits	Maximum Likelihood probit estimates	Examine the impact of financial incentives to work on the probability of moving from unemployment to employment and from part time to full time by individual household classifications
2007	OECD Workers in the Global Economy: Increasingly Vulnerable?	Log-linear model	Study the effect of foreign competition on sectoral employment
2008	Do Multinationals Promote Better Pay and Working Conditions?	Fixed effects with firm-level data	Analyze the impact of a change in firm ownership on wages and employment
2010	Moving beyond the jobs crisis	Least-squares dummy variables estimates	Study the impacts of recessions on labour force participation rates
2010	Institutional and policy determinants of labour market flows	Difference-in-difference estimate	Estimating the impact of policies on labour reallocation
2010	How good is part-time work?	Multinomial probit models	Determine the probability from moving from part time to either full time or non-employment

The Outlook was responsible for introducing several new labour market-related indicators in attempts to measure a particular phenomenon. A few of the more prominent ones were:

- Extent of employment protection a country provides, measured by the employment protection legislation indicator; The OECD indicators of employment protection measure the procedures and costs involved in dismissing individuals or groups of workers and the procedures involved in hiring workers on fixed-term or temporary work agency contracts.
- Tax wedge on labour cost indicator provides information on the proportion of income tax on earnings plus the worker and employer social security contributions to total earnings
- Benefit replacement rates - as a proxy, the OECD estimates net replacement rates, which is the proportion of net income from work that is replaced by unemployment and related welfare

benefits. The rates are calculated for families whose principal earner is not working and take into account unemployment, family and housing benefits.

- Measure of product market regulation and its impact on various labour market measures and R&D intensity.

Raymond Torres believes that the *Outlook* was the impetus for the development of more and more data on labour markets, employment programmes and policies; e.g. information on Active Labour Market programmes (Torres, personal communication, February 27, 2011). These data have become more detailed and rich, facilitating research in developed countries. Without the *Outlook*, according to Torres, progress in terms of evidence-based policy making would have been slower. In this respect, the role of the Working Party on Employment has been of paramount importance as a body to promote the quality of the data and evidence, and to gather the underlying information for each edition of the *Outlook*.

Impact of the Employment Outlook

Determining the impact of the *Employment Outlook* is perhaps the toughest challenge of this article. The method used here is threefold – asking knowledgeable people their opinion, formal evaluations by the OECD, and counts of *Employment Outlook* citations in major economic journals. In addition, a recent dissertation provides information on the impact on policies in three countries.

Informal evaluations. Starting with informal evaluations, discussions were held with the following OECD officials who have been involved with the *Employment Outlook* either as producers or users of the publication: Paul Swaim and David Grubb are Senior Economists in the Employment Analysis and Policy Division of the OECD Directorate for Employment, Labour, and Social Affairs which produces the *Outlook*; Raymond Torres is former head of the Employment Analysis and Policy Division and currently Director of the International Institute for Labour Studies at the ILO; Gregory Wurzburg, before his recent retirement, was Senior Economist in the OECD's Directorate for Education; Jørgen Elmeskov is Deputy Chief Economist of the OECD's Economics Department; and John P. Martin is head of the OECD Directorate for Employment, Labour, and Social Affairs.

During a conversation with Paul Swaim, we discussed how the 1994 Jobs Study and *Employment Outlook* relate (Swaim, personal communication, February 9, 2011). There was definitely a back-and-forth between the two, as perhaps they fed on each other. Based on his travels in Europe and Asia, David Grubb believes that the *Employment Outlook* has had a large impact on policy. According to Grubb, people turn to the *Outlook* for international data and topical comparisons to help them figure out policy responses (Grubb, personal communication, March 14, 2011). The *Employment Outlook* appears to have a long shelf-life. Many users in other OECD Directorates, especially the Economics Department, view the *Employment Outlook* as an authoritative source of labour market analysis. Jørgen Elmeskov of the Economics Department indicates that analysts review it very thoroughly to help them create a view of the issue under examination. It helps form their views on how things work, which helps them take the general conclusions and apply them to something concrete (Elmeskov, personal communication, April 2, 2011).

Raymond Torres suggests that the impact of the *Outlook* on policy has been mainly indirect. For example, he thought that the *Outlook* acted as a catalyst for researchers who, in turn, have an impact on policy making (Torres, personal communication, February 27, 2011). This is borne out by some evidence of how often the *Outlook* is cited in major economic journals. Citation counts are obtainable from Web of Knowledge, an academic citation indexing and search service, which is combined with web linking. Its coverage encompasses the sciences, social sciences, arts and humanities. Table 3 shows the number of citations of chapters in each of the *Outlooks* since its inception. It shows tremendous growth in the 1990s with three issues with over 250 citations. It would take further digging and analysis to determine what

exactly in the *Outlooks* was actually cited. The longer a chapter has been in circulation, the more likely statistically it could be cited, so some of the drop off in the 2000 decade will most likely be mitigated over time. A related factor could be growth in the number of Working Papers in the field of economics; they are not included in the Web of Knowledge search engine. However, it is not possible to determine if there are more citations of recent *Employment Outlooks* in Working Papers because website ‘search engines’ generally are not set up with this level of precision. Another possible explanation for the downturn in citations is the growth in international labour comparative studies published elsewhere. These other sources have perhaps lowered usage the *Outlook* as a research tool.

Table 3. Count of *Employment Outlook* citations in major economic and social journals, by which year of *Outlook* cited, 1983-2009

Year	Count	Year	Count	Year	Count
		1990	53	2000	113
		1991	132	2001	146
		1992	68	2002	164
1983	46	1993	195	2003	79
1984	36	1994	164	2004	192
1985	28	1995	99	2005	62
1986	27	1996	275	2006	42
1987	47	1997	269	2007	19
1988	61	1998	172	2008	24
1989	50	1999	271	2009	9

Source: ISI Web of Knowledge search engine, Georgetown University Library, Washington, DC.

Even if this proves to be the case, no one interviewed felt that the *Employment Outlook* was in jeopardy. It has several comparative advantages. First of all, it was long the only publication by an international organisation that supports labour policy with academic-level analysis, giving it critical mass or weight with such a prestigious institution behind it. The *Outlook*’s relationship and partnership through the OECD committee and working party structure give it a unique position to know hot-button issues. The *Outlook* staff can also call on the Employment Committee and Working Party on Employment for ideas; and can request hard-to-obtain administrative and micro data and information from member countries. Knowledge of labour market institutions can also be gathered in the same manner, and the *Outlook* can use both the data and institutional information to develop new labour market indicators.

In fact, a consensus view at the 2011 Employment Working Party meeting that co-author Bednarzik attended was that the *Outlook* is very influential on policy as well as research. It helps stimulate informed discussions (spurs debate) of important issues, and gives us milestones. Moreover, the *Outlook* is used to showcase the development and analysis of new labour market indicators. Two primary examples of such indicators first published in the *Outlook* having policy influence were Employment Protection Legislation (EPL) in 1999 and “educational attainment by labour force status” in 1989. The EPL index is now published regularly by the OECD as well as analyzed as noted earlier in this article. Regular publication of the education data in the OECD’s *Education at a Glance*” followed its *Outlook* debut, and was enhanced later by Adult Literacy and Competencies surveys. The data clearly showed that human capital mattered for labour market outcomes, particularly for the large numbers of poorly qualified adults. This heightened the interest among policy makers in education and training programmes for adults. In the words of Gregory Wurzburg “it is not too much of stretch to say that the *Employment Outlook*’s 1989 chapter on educational attainment provided a valuable starting point for more than 20 years of progress in taking stock of human capital, and adapting policies accordingly.” (Wurzburg, personal communication, April 9, 2011).

Torres said the *Employment Outlook* was not like the OECD's country reviews which target policy makers directly and make concrete policy recommendations targeted to each country. However, he thought the policy impact has been growing, offering the 2006 Editorial as an example. It took the opportunity to review the OECD's blueprint for labour market reforms, the so called Job Strategy of a decade ago. Much progress was seen on reducing unemployment especially among countries adopting the recommended reforms (Blondal and Torres, May 2006). Moreover, the *Outlook* has been used as analytical support for at least four Ministerial meetings, namely in 1992, 2003, 2006, and 2009. Of keen interest to the Ministers were the policy discussions on raising employment of under-represented groups like older workers or women, and the notion that there is no single road to high employment. Some countries deregulate labour markets; other countries protect people through well-designed schemes and are also rewarded with high employment (it is more expensive to the public purse than the first group of countries, but inequalities are less). Torres felt that fundamentally the *Outlook* has generally taken a balanced approach to policy making. The OECD's Trade Union Advisory Committee agreed as they referred to the Job Strategy reassessment in the 2004 *Outlook* as taking a balanced approach (TUAC, 2004). This has helped counteract orthodox policies which rely mainly on markets and therefore neglect vulnerable groups, growing inequalities, job precariousness and other such trends. Since many chapters have been devoted to these issues over the past couple of decades, this may have influenced policy making, says Torres.

John P. Martin also felt the clearest connection of the *Employment Outlook* and policy was the 1994 Jobs Study and its recent reassessment (Martin, personal communication, February 17, 2011). He noted, for example, that the reassessment was a culmination of 12 years of in-depth analysis following the first Jobs Study, much of which was documented in the *Outlook*. Martin felt it was clear that the accumulation of evidence and recommendations annually in the *Outlook* made a difference. For example, he noted that the policy recommendations in the *Outlook* fed into European Employment guidelines promulgated by the European Union (EU) and the International Labour Office (ILO). Both the EC and ILO have a seat at the OECD's table at meetings and as such are in a position to hear policy discussions firsthand. Andrew Watt (2006) also felt that government reform efforts, particularly in Europe, were heavily influenced by the Jobs Strategy.

In fact, Watt noted a policy shift with the recent jobs strategy reassessment. It starts with the recognition on the part of the OECD that one size does not necessarily fit all with regard to policy approaches. Although some of the shifts related to particular labour market institutions may be nuanced, they appear to point to stronger equity concerns by noting that inefficiency can be minimized by strictly enforced administrative procedures and targeting. For example, activation requirements (such as "welfare to work" in the United States) together with generous unemployment benefits can coexist. Perhaps a longer-term shift is a recognition that even though markets are self-regulating, policies (like active labour market policies) matter in helping correct labour market imperfections.

Both Martin and Torres noted another indication of success and impact of the *Outlook*. It spawned the establishment of other international labour comparisons publications modeled on the *Outlook*, namely the European Union's *Employment in Europe* and the ILO's *World of Work Report*, both published annually. The *Outlook* was clearly first, and at its birth they were no competing similar publications.

Formal evaluations. Moving on to formal evaluations of the *Outlook*, there is only limited information to draw upon. In 2010, the OECD published a paper "In-depth Evaluation of the Employment, Labour and Social Affairs Committee (ELSAC)" covering the period from 2005 to mid-2009. This review encompassed the *Employment Outlook*. Two key questions addressed were: (1) To what extent are policymakers in member countries aware of the Committee's output results? and (2) to what extent are the output results being used as input to policymaking in member countries? Data were collected from meeting summaries and from a survey of policymakers in member countries. All output results related to the *Employment Outlook* received a very favorable rating of high/very high for quality and high for impact.

Raymond Torres recalled that in 2004 the work of the *Outlook* had been rewarded with the highest ranking by member countries in terms of quality work at the OECD. The *Outlook* ranked number one among all OECD projects in terms of quality (Torres, personal communication, February 27, 2011).

A rigorous analysis of the OECD policy making influence in three countries was provided by a PhD thesis by Holly Suzanne Grinvalds (Grinvalds, January 2011). She concluded that OECD policy recommendations helped to legitimize pre-determined policy positions as well as initiated a process of learning whereby acceptable new ideas emerged.

The future of the Employment Outlook

Input and ideas for the content and make up of future *Outlooks* came from the history of what has been typically covered and from the experience of those closely affiliated with it as producers or users. Clearly, the *Outlook* is on the right track and should maintain its core value of applying statistical analysis to relevant labour policy issues. It should maintain its quality by continuing to set high standards on applied policy relevant labour market research from a comparative perspective. It should stay the course of providing evidence based policy recommendations on topical labour market issues utilizing current, academic-level analysis. Here-in is a dilemma. Member OECD countries would like the *Employment Outlook* to reach a wider audience yet the sophistication of the analysis has grown even more mathematical. What can be done? A suggestion from the Employment Working Party was to make greater use of OECD Working Papers. Behind many of the chapters in the *Outlook* is a layer of Working Papers. More of the sophisticated econometric analysis would be put in Working Papers and referred to in the related chapter. This has several advantages. Foremost, it makes the *Outlook* chapter easier to digest and cite by the media. Since Working Papers are authored, it gives more recognition and ownership to authors and promotes the Working Paper series itself. The audience is enhanced in two ways: Larger readership of the Working Papers and importantly larger readership from a more digestible *Outlook*.

Undoubtedly, the *Outlook* will continue to serve as a vehicle for information for Labour Ministers at their regular meetings, and act as a social conscience when efficiency proposals may result in market failures. The OECD through the *Outlook* will continue to be a policy force at times of crisis. For example, one issue sure to be revisited is high and persistent unemployment; this will draw on the experience of the 1980s and early 1990s and include youth unemployment and incentives related to jobless protections. The editorial to the 2011 Outlook concludes that “policies must be put in place to overcome the long-term failure to give all youth a better start in the labour market”. A comprehensive approach starting with early childhood education and care and sustained through the period of compulsory schooling is recommended along with many more policy prescriptions.

The world is rapidly changing as globalization intensifies. How this will affect labour markets is not always clear and will require thorough analysis to get a grip on it. For example, just as goods and money move around the world more and more freely, will people be able to do the same someday? Global labour supply is growing at the same time that demographic changes are shrinking labour supply in many OECD countries. This implies that as labour demand in OECD countries gains momentum, they may more readily look beyond their borders for workers. There will be labour supply and demand mismatches both locally and globally and the resulting analysis of international flows of labour will be wide and extremely policy relevant. Generally, more attention will be paid to the impact of emerging economies on OECD countries.

With these thoughts in mind, some of the topics suggested for future outlooks included:

- Global labour supply
- Job destruction, job creation balance worldwide

- Job quality
- Public sector job trends and its effect on the private sector
- Assessment of worker skills compared to employer needs
- Continue to analyze important non-OECD countries
- Changing gap in wage inequality
- Aging work forces
- Distribution of life cycle opportunities

Looking ahead, particularly in the context of ageing populations and workforces and the rise of emerging economies, the OECD countries must continue investing in developing the skills of their citizens. They are going to have to sort out mismatches in skills embodied in the workforce and the skills firms are demanding. That means putting more emphasis on skill formation and taking lifelong learning much more seriously as a policy goal. The sad fact is that most investment in skilling ends by the time people are in their late 30s. In the future OECD countries will need to invest much more in mid-career, say in the 40-55 age bracket. That's going to be a big challenge for OECD countries for the next decade or two, and governments need to get the message across to workers that they need to think constantly about upgrading the value of their skills. What are needed are incentives for workers to invest in their human capital over the life-cycle, within the framework of a lifelong education and training system.

Keeping aging workers working is what some political strategists refer to as a "two-for" -- raising the retirement age of workers -- because it keeps them paying into social benefit systems as well as not drawing money out of the same systems. A European wide strategy to accomplish this is known as "active ageing". Yet despite some progress over the last decade, empirical data show persistent diversity across OECD member states. It would be instructive to review the role of institutions and policy initiatives in this endeavor.

The equity debate seems to be shifting away from income distribution towards life-cycle opportunities. OECD analysis of inter-generational mobility and growing unequal has touched on this. Taking an even broader view of examining life-cycle opportunities could be instructive. Critical elements would include access to education and employment as well as active aging. This points to how different groups -- youth, women, minorities, and aged -- are affected by changing life-cycle patterns.

Analysis of these and other issues will require new data and appropriate analytical techniques. The OECD still make specific requests to countries, especially for micro data and will continue to do so. More shared data sites will grow and the OECD will make use of them. Most likely, as in the past for topic-oriented data, direct, special request to member countries will be used. The Working Party on Employment contributes to this process and to its success and the Employment Outlook will provide analyses of the data. In keeping with the comparative advantage of the *Employment Outlook*, there is scope for future work developing new labour market indicators and enhancing current ones.

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TECHNICAL ANNEX

The charts in this paper are shown with the following caveats and comments:

General comments

- OECD aggregates exclude some countries depending on the variable. Chile, Israel, and Slovenia are new member countries, which are not included in the OECD-Total figures yet; Slovenia is not included in OECD-Europe.
- Breaks in series are not denoted on the charts.

Chart 1

- The unemployment rates are not adjusted for comparability, plus the number of countries included changes over time.

Chart 2

- Ages shown are 15+, 15-24, 25-54, and 55+
- Note that 15+ is actually 16+ for some countries (U.S. and the U.K., for example.). There may also be some countries for which there is an upper age limit.
- Unemployment rates by age are not adjusted by the OECD for comparability.
- Rates for 55+ were not available so they were calculated based on levels. Similarly using levels to calculate rates for 15+ would result in minor differences with the rates that are published.

Chart 3

- Long-term unemployment shares were not available for OECD-Europe so they were calculated based on levels. Similarly using levels to calculate shares for OECD-Total would result in minor differences from the shares that are published.

Chart 4

- Employment-population ratios are not adjusted by the OECD for comparability.

SOURCES FOR CHARTS DATA

Indicator	Dataset	Link
Unemployment rates	Labour Force Statistics (MEI)	http://stats.oecd.org/Index.aspx?DataSetCode=MEILABOUR
Unemployment rates by age: 15+, 15-24, 25-54	LFS by sex and age - indicators	http://stats.oecd.org/Index.aspx?DataSetCode=LFS_SEXAGE_I_R
Unemployment rates by age: 55+ (calculated from levels)	LFS by sex and age	http://stats.oecd.org/Index.aspx?DataSetCode=LFS_D
Employment-population ratios	LFS by sex and age - indicators	http://stats.oecd.org/Index.aspx?DataSetCode=LFS_SEXAGE_I_R
Long-term unemployment: OECD-Total, G7	ALFS summary tables	http://stats.oecd.org/Index.aspx?DataSetCode=ALFS_SUMTAB
Long-term unemployment: Europe (calculated from levels)	Unemployment by duration	http://stats.oecd.org/Index.aspx?DataSetCode=DUR_D

APPENDIX

Employment Outlook chapters 1983-2012

Employment Outlook 1983

The Employment Imperative of Labour Market Policies

1. Labour Market Developments
2. Labour Market Prospects
3. The Determinants of Working Hours
4. Part-Time Employment in OECD Countries
5. Long-Term Unemployment in OECD Countries
6. The Nature of Youth-Adult Unemployment Differentials

Employment Outlook 1984

Jobs, Efficiency and Equity in Today's Labour Market

1. Labour Market Developments
2. Labour Market Prospects
3. The Contribution of Services to Employment
4. The Importance of Long-Term Attachment in OECD Countries
5. Do Relative Wage Levels Affect Youth Employment?
6. Unemployment and Family Income

Employment Outlook 1985

Employment Growth, Flexibility and Job Security: A Challenge for All

1. Short-Term Labour Market Developments and Prospects
2. Medium-Term Labour Market Developments
3. The Labour Market Implications of International Migration in Selected OECD Countries
4. Employment in Small and Large Firms: Where Have the Jobs Come From?
5. Relative Wages, Industrial Structure and Employment Performance
6. Moving In and Out of Unemployment: The Incidence and Patters of Recurrent Unemployment in Selected OECD Countries

Employment Outlook 1986

Policies for Employment in a Changing Economy

1. Short-Term Labour Market Developments and Prospects
2. Self-Employment in OECD Countries
3. Concealed Employment
4. Non-wage Labour Costs and Employment
5. The Youth Labour Market Problem: Age or Generational Crowding

Employment Outlook 1987

Activity for all in tomorrow's society

1. Recent Labour Market Trends

2. Labour Market Prospects
3. Occupational Differentials in Earnings and Labour Demand
4. The Process of Job Creation and Job Destruction
5. Who Are the Unemployed? Measurement Issues and their Policy Implications
6. On the Margin of the Labour Force: An Analysis of Discouraged Workers and Other Non-participants
7. Long-Term Unemployment

Employment Outlook 1988

Steps towards an active society

1. Labour Market Trends and Prospects in the OECD Area
2. Longer-Run Labour Market Issues
3. Profiles of Labour Market Budgets 1985-1987
4. Descriptions of Unemployment Benefit Systems in OECD Countries
5. Women's Activity, Employment and Earnings: A Review of Recent Developments
6. Technology and Employment

Employment Outlook 1989

The path to full employment: structural adjustment for an active society

1. Labour Market Trends and Prospects
2. Educational Attainment of the Labour Force
3. Regional Unemployment in OECD Countries
4. Occupational Accidents in OECD Countries
5. Characteristics of Employment in Growing and Declining Industries

Employment Outlook 1990

Labour markets in the 1990s: challenges and opportunities

1. Labour Market Trends and Prospects in the OECD Area
2. Displacement and Job Loss: The Workers Concerned
3. Supply and Demand in Regional Labour Markets: Population Growth, Migration, Participation, and Earnings Differentials
4. Occupational Illness in OECD Countries
5. Child Care in OECD Countries
6. Employer Versus Employee Taxation: The Impact on Employment
7. Involuntary Part-time Work as a Component of Underemployment

Employment Outlook 1991

Labour market reform: staying the course

1. Recent Labour Market Developments and Prospects
2. A Review of Labour Markets in the 1980s
3. Labour Markets in Dynamic Asian Economies
4. Trends in Trade Union Memberships
5. Enterprise-related Training
6. Absence from Work Reported in Labour Force Surveys
7. Unemployment Benefit Rules and Labour Market Policy

Employment Outlook 1992

Fighting unemployment: action on labour market reform

1. Recent Labour Market Developments and Prospects
2. Monitoring Labour Market Developments
3. The Public Employment Service in Japan, Norway, Spain and the United Kingdom
4. Recent Developments in Self-employment
5. Labour Market Participation and Retirement of Older Workers
6. Labour Market Reforms in Central and Eastern Europe and the Rise of Unemployment

Employment Outlook 1993

Growth and employment: a key role for human resource development

1. Labour Market Prospects and Recent Developments
2. Active Labour Market Policies: Assessing Macroeconomic and Microeconomic Effects
3. Long-term Unemployment: Selected Causes and Remedies
4. Enterprise Tenure, Labour Turnover and Skill Training
5. Earnings Inequality: Changes in the 1980s

Employment Outlook 1994

Creating viable and productive jobs

1. Recent Labour Market Developments and Prospects
2. Medium-term Perspectives on Labour Supply and Occupational Change
3. Job Gains and Job Losses in Firms
4. Labour Standards and Economic Integration
5. Collective bargaining: Levels and coverage

Employment Outlook 1995

Making active labour market programmes more effective

1. Recent Labour Market Developments and Prospects
2. Supplementary Measures of Labour Market Slack: An Analysis of Discouraged and Involuntary Part-time Workers
3. The Public Employment Service in Denmark, Finland and Italy
4. Profit-sharing in OECD Countries
5. Long-term Leave for Parents in OECD Countries

Employment Outlook 1996

Countering the risk of labour market exclusion

1. Recent Labour Market Developments and Prospects
2. Making Work Pay
3. Earnings Inequality, Low-paid Employment and Earnings Mobility
4. Growing into Work: Youth and the Labour Market over the 1980s and 1990s
5. Employment Adjustment, Workers and Unemployment

Employment Outlook 1997

Low-wage jobs: stepping stones to a better future or traps?

1. Recent Labour Market Developments and Prospects
2. Earnings Mobility: Taking a Longer Run View
3. Economic Performance and the Structure of Collective Bargaining

4. Trade, Earnings and Employment: Assessing the Impact of Trade with Emerging Economies on OECD Labour Markets
5. Is Job Insecurity on the Increase in OECD Countries?

Employment Outlook 1998

Towards an employment-centered social policy

1. Recent Labour Market Developments and Prospects
2. Making the Most of the Minimum: Statutory Minimum Wages, Employment and Poverty
3. Getting Started, Settling In: The Transition from Education to the Labour Market
4. Work-force Ageing in OECD Countries
5. Working Hours: Latest Trends and Policy Initiative

Employment Outlook 1999

Giving youth a better start

1. Recent Labour Market Developments and Prospects -
Special focus on the quality of part-time jobs
2. Employment Protection and Labour Market Performance
3. Training of Adult Workers in OECD Countries: Measurement and Analysis
4. New Enterprise Work Practices and their Labour Market Implications

Employment Outlook 2000

Rewarding work

1. Recent labour market developments and prospects -
Special focus on the evolution of employment in the new OECD Member Countries
2. Disparities in regional labour markets
3. Employment in the service economy: A reassessment
4. Eligibility criteria for unemployment benefits
5. The partial renaissance of self-employment

Employment Outlook 2001

Reconciling social and employment goals

1. Recent labour market developments and prospects -
Special focus on labour market policies: how the money has been spent
2. When money is tight: Poverty dynamics in OECD countries
3. The characteristics and quality of service sector jobs
4. Balancing work and family life: helping parents into paid employment
5. The employment of foreigners: Outlook and issues in OECD countries

Employment Outlook 2002

Surveying the jobs horizon

1. Recent labour market developments and prospects -
Special focus: a better start for youths?
2. Women at work: who are they and how are they faring?
3. Taking the measures of temporary employment
4. The ins and outs of long-term unemployment
5. And the twain shall meet: cross-market effects of labour and product market policies

Employment Outlook 2003

Towards more and better jobs

Introduction: Towards More and Better Jobs

1. More and better jobs? Aggregate performance during the past decade
2. The Labour Mobilization Challenge - Remaining Pockets of Excess Inactivity and Barriers to Moving up Job Ladders
3. Making Work Pay – Making Work Possible
4. Benefits and Employment, Friend or Foe? Interactions Between Passive and Active Social Programmmed
5. Upgrading Workers' Skills and Competencies

Employment Outlook 2004

Reassessing the OECD jobs strategy

1. Recent Labour Market Developments and Prospects
2. Employment Protection Regulation and Labour Market Performance
3. Wage-setting Institutions and Outcomes
4. Improving Skills for More and Better Jobs: Does Training Make a Difference?
5. Informal Employment and Promoting the Transition to a Salaried Economy

Employment Outlook 2005

Globalization: coping with the challenge

Introduction: Short-term Employment Prospects

1. Trade-adjustment costs in OECD labour markets: a mountain or a molehill?
2. How persistent are regional disparities in employment? The role of geographic mobility
3. Increasing financial incentives to work: the role of in-work benefits
4. Labour market programmemers and activation strategies: evaluating the impacts
5. Public employment services: managing performance

Employment Outlook 2006

Boosting jobs and income

1. Short-term labour market prospects and introduction to the OECD Jobs Strategy Reassessment
2. Labour market performance since 1994 and future challenge
3. General policies to improve employment opportunities for all
4. Policies targeted at specific workforce groups or labour-market segments
5. Social implications of policies aimed at raising employment
6. Understanding policy interactions and complementarities, and their implication for reform strategies
7. Reassessing the role of policies and institutions for labour market performance:
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