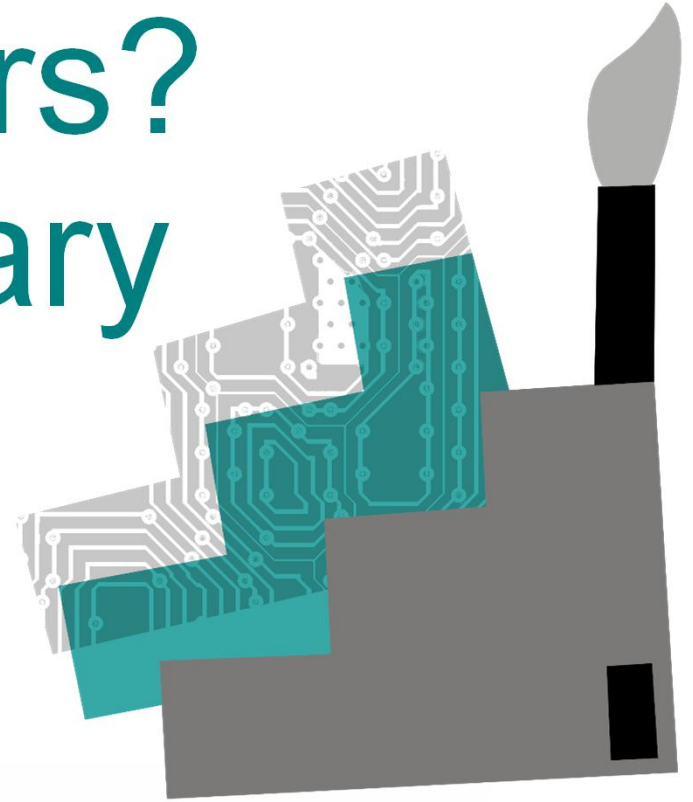


# Fragmented industrial careers? Some preliminary findings

Aart-Jan Riekhoff

Finnish Centre for Pensions

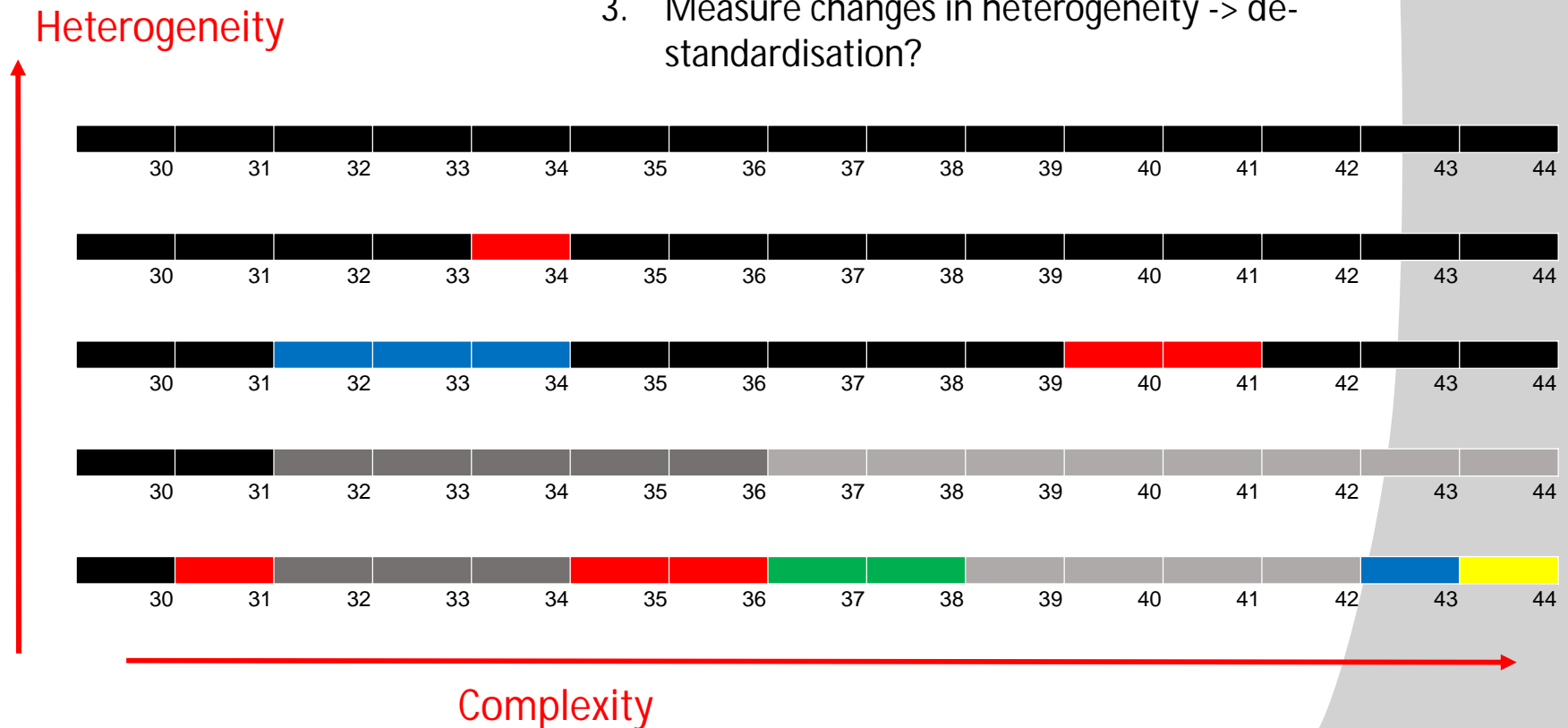


Työsuojelurahasto  
Arbetskyddsfonden  
The Finnish Work Environment Fund

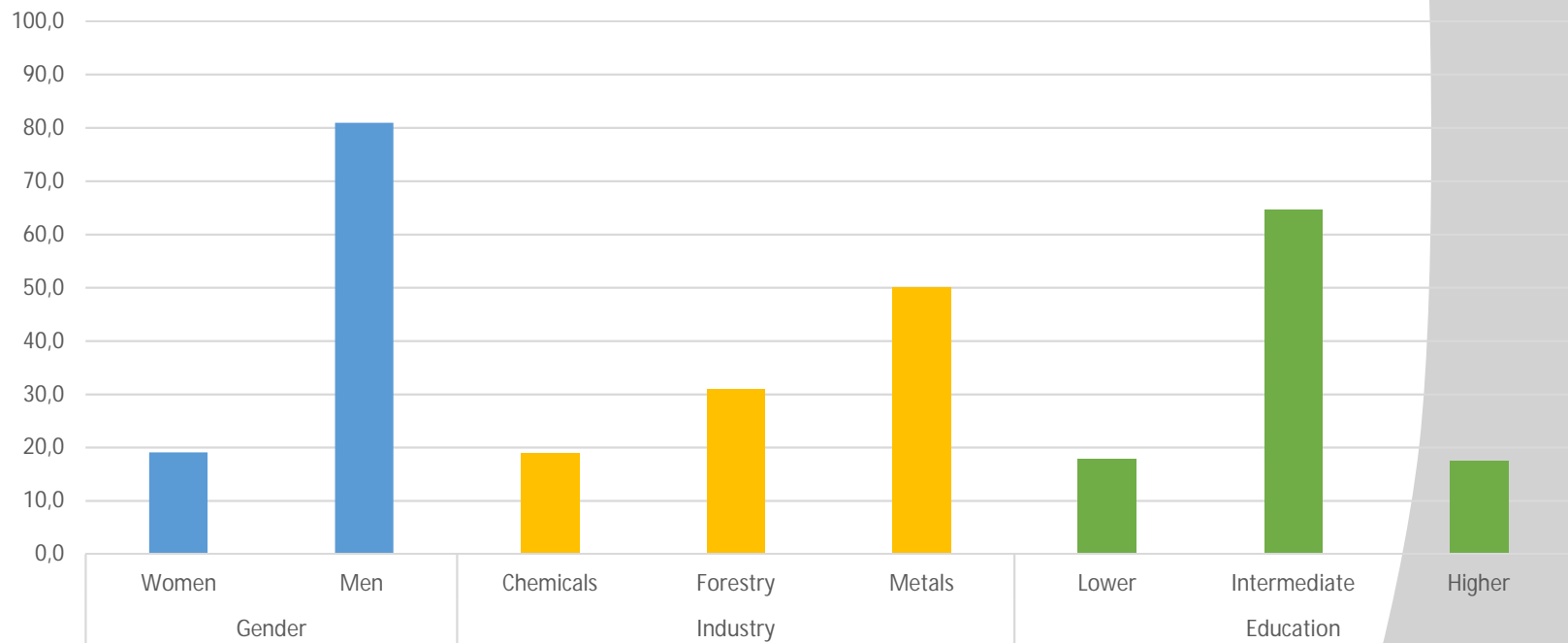
# Sequence-analysis approach to careers

We can:

1. Use algorithms and clustering to decide on the similarities between types sequences
2. Measure changes in complexity -> destabilisation?
3. Measure changes in heterogeneity -> de-standardisation?

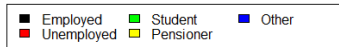
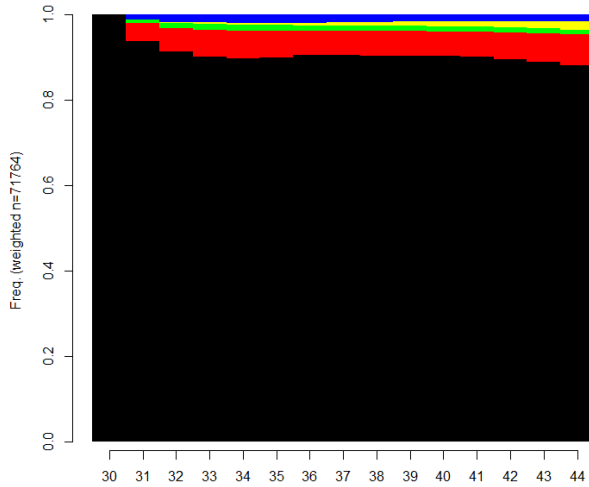


# FLEED, cohorts 1958-1971, N = 71,764

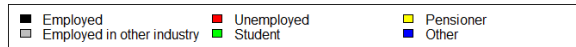
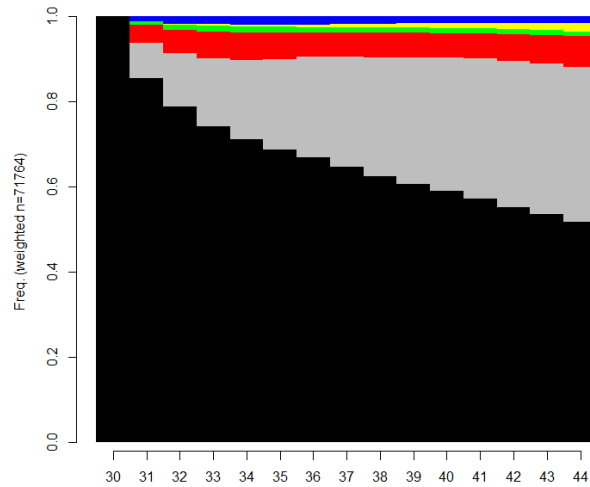


# State distribution plots

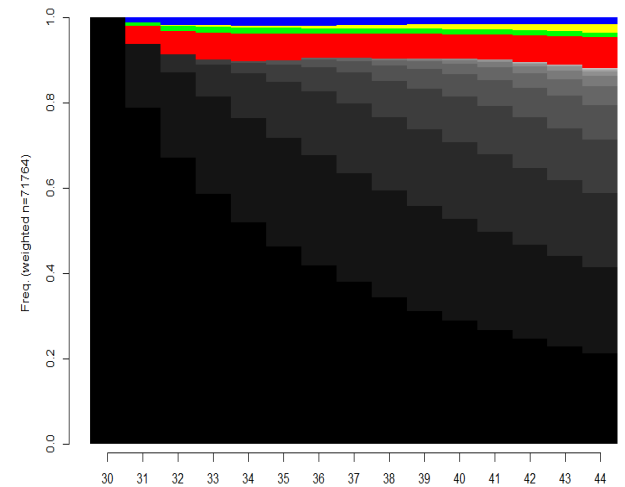
Changes in labour market status



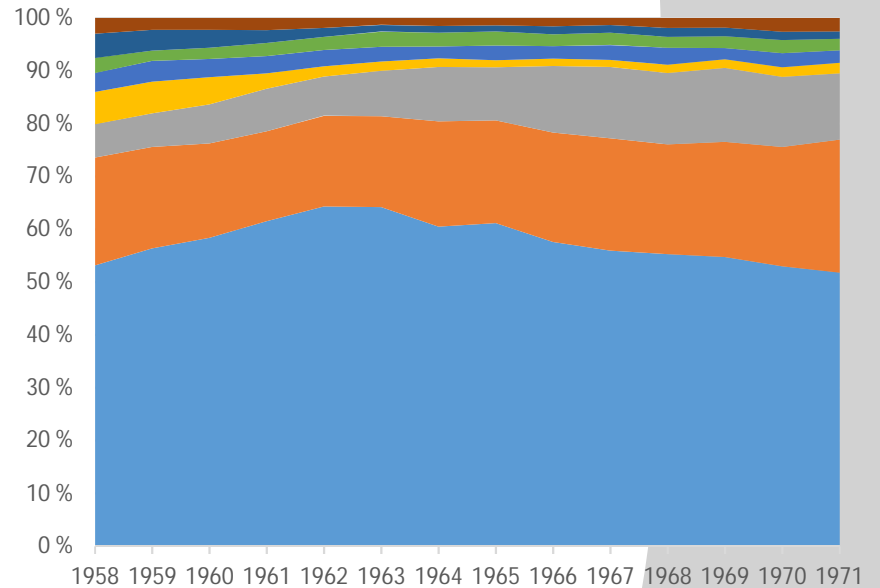
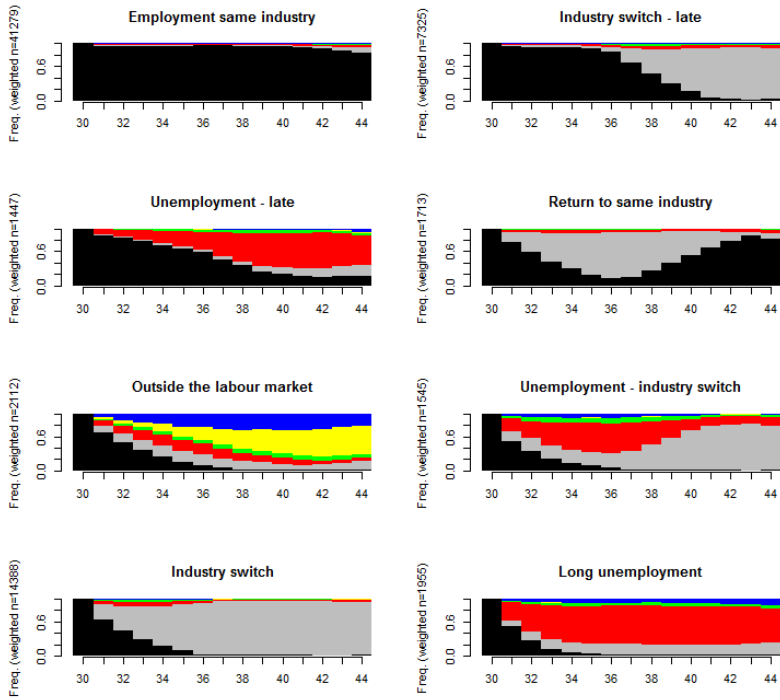
Including changes between industries



Including changes between employers



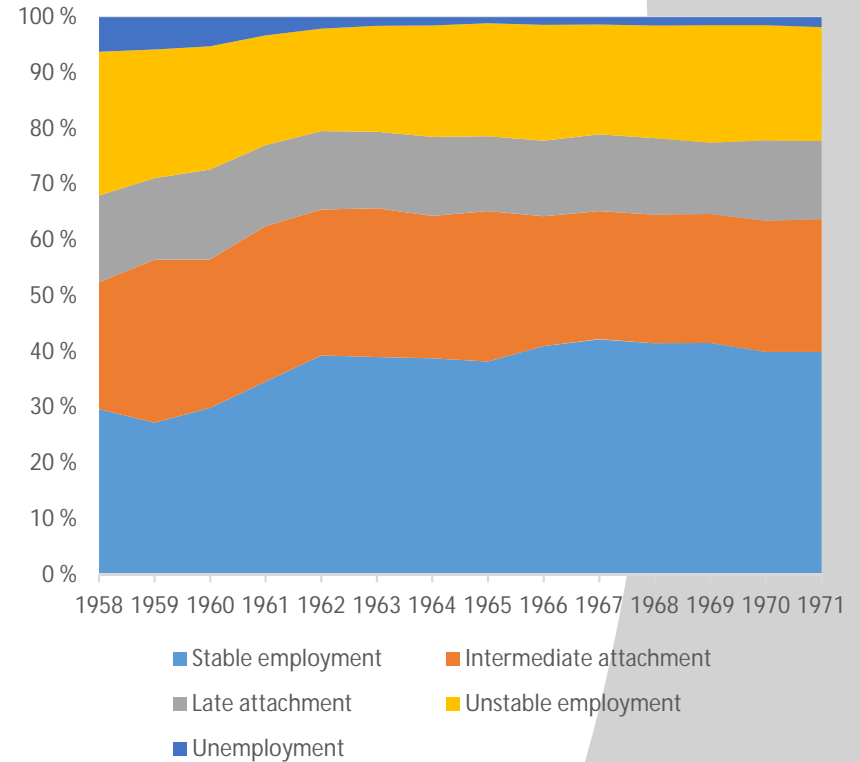
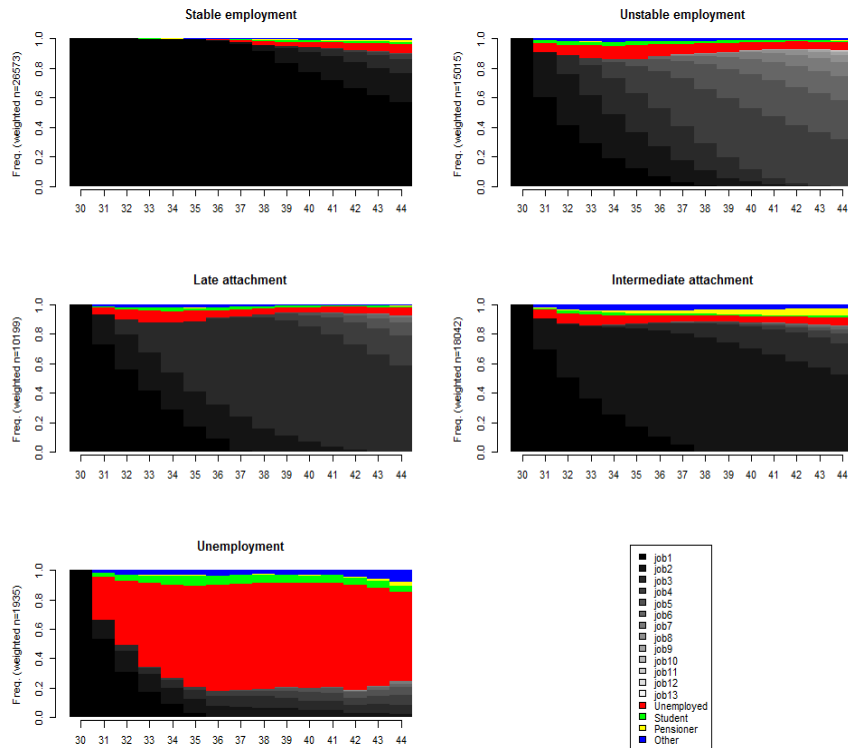
# Career types including changes between industries



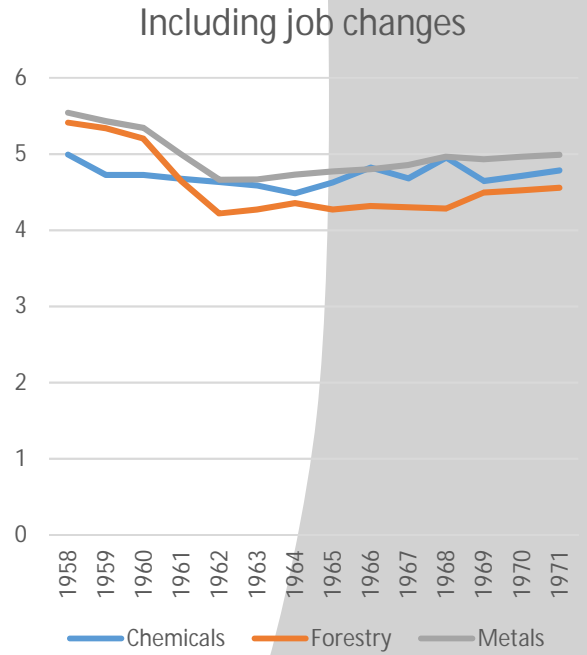
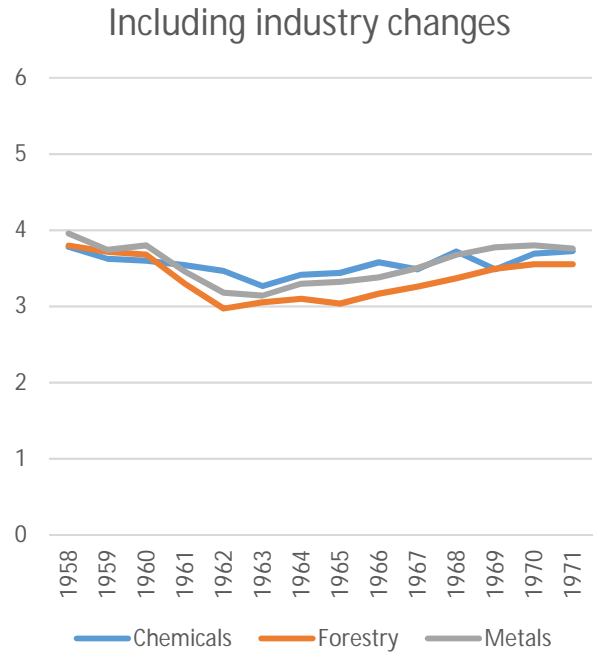
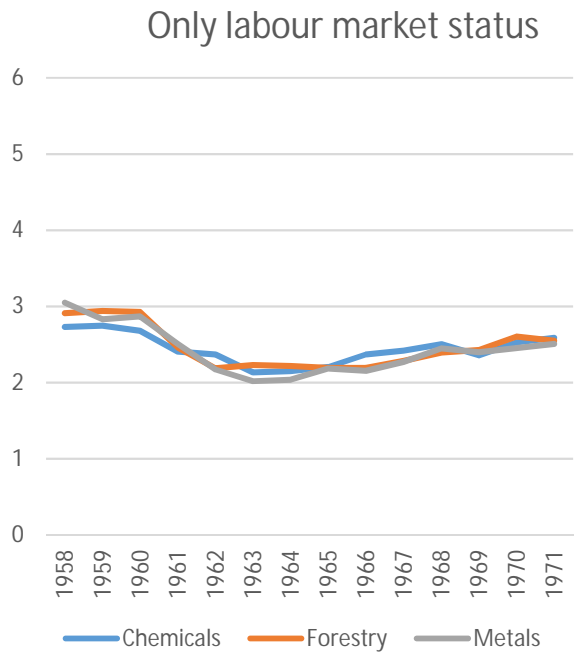
- Employment same industry
- Industry switch
- Industry switch - late
- Long unemployment
- Outside the labour market
- Return to same industry
- Unemployment - industry switch
- Unemployment - late

■ Employed	■ Unemployed	■ Pensioner
■ Employed in other industry	■ Student	■ Other

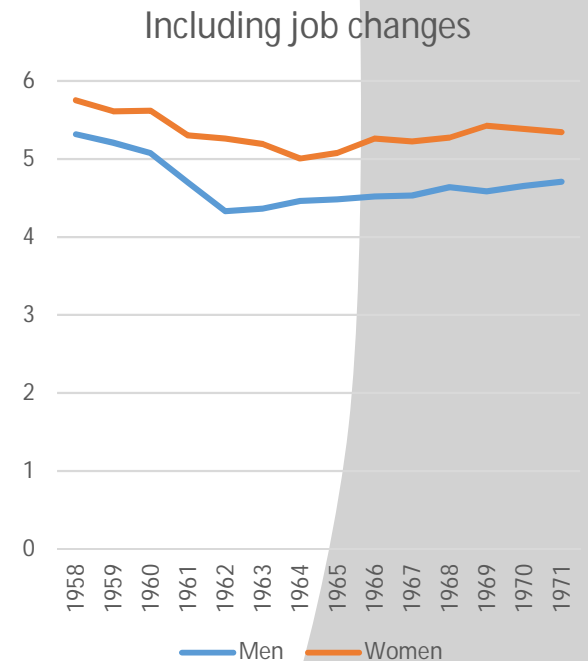
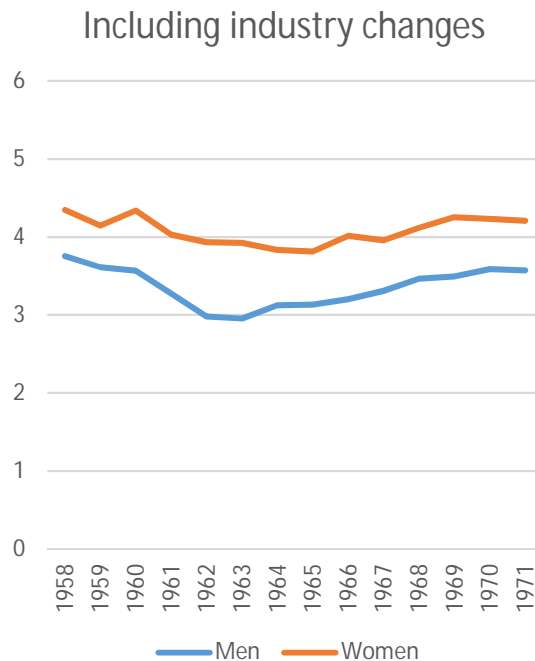
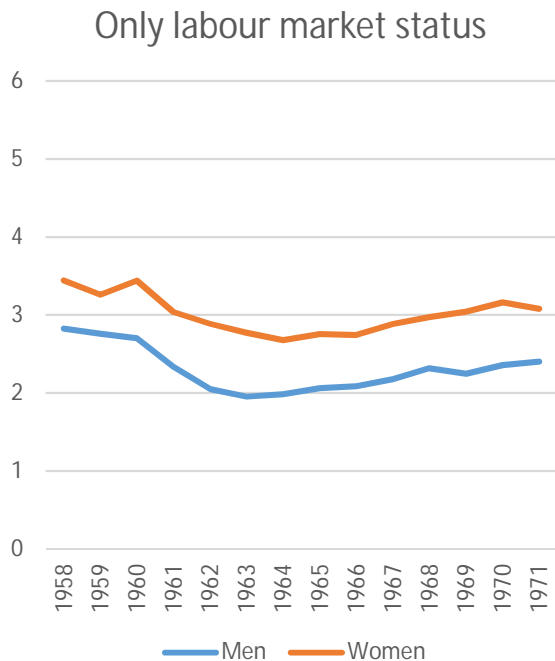
# Career types including changes in jobs



# Destabilisation: Turbulence by industry

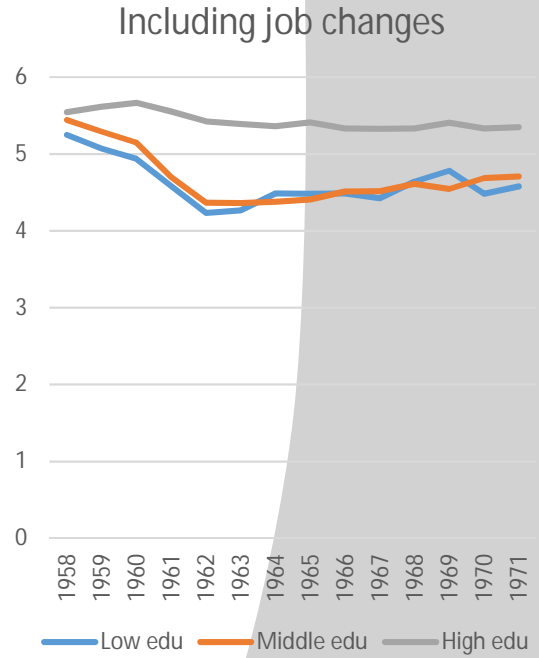
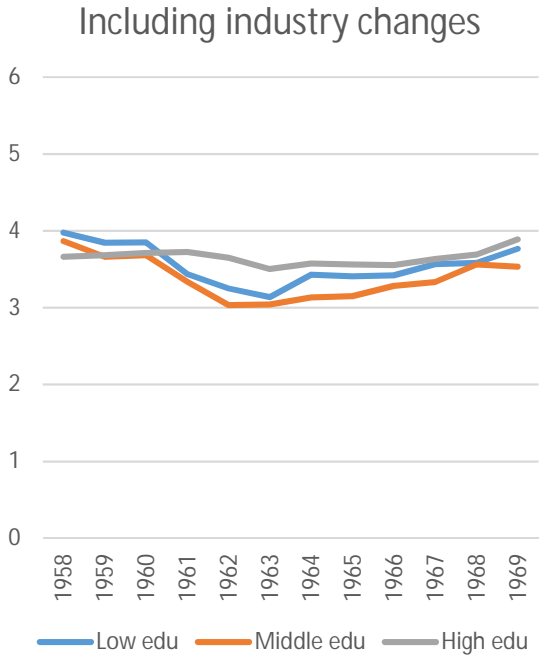
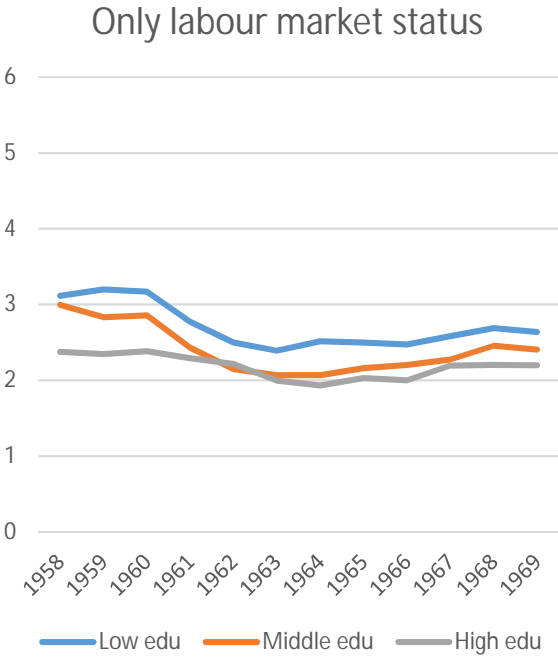


# Destabilisation: Turbulence by gender

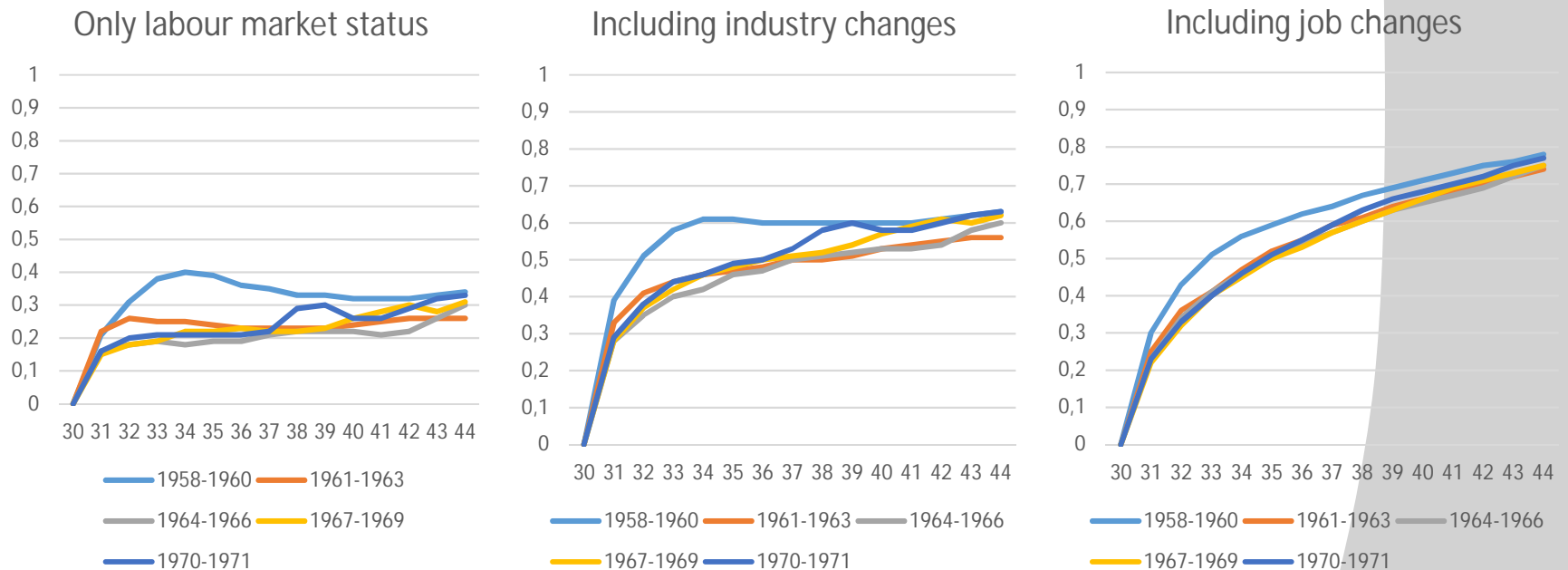




# Destabilisation: Turbulence by level of education



# De-standardisation: Status entropy by cohort at each age



# Conclusions

- No evidence for fragmentation across cohorts in terms of destabilisation or de-standardisation of careers in the chemicals, metals and forestry industries
- Some evidence for fluctuations following the business cycle
- Low-skilled have more unstable careers due to transitions to non-employment
- High-skilled have more unstable careers due to transitions between jobs

Thank you!