Fragmented industrial careers?
Some preliminary findings

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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?

<table>
<thead>
<tr>
<th>Complexity</th>
<th>Heterogeneity</th>
</tr>
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<tbody>
<tr>
<td>30 31 32 33 34 35 36 37 38 39 40 41 42 43 44</td>
<td>30 31 32 33 34 35 36 37 38 39 40 41 42 43 44</td>
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</table>
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
Career types including changes in jobs
Destabilisation: Turbulence by industry

Lines represent the number of people in labour markets. The lines can be interpreted as follows:

- **Chemicals**: Blue line
- **Forestry**: Orange line
- **Metals**: Gray line

There are three sets of lines:

1. Only labour market status
2. Including industry changes
3. Including job changes

The years represented on the x-axis are 1958 to 1971.
Destabilisation: Turbulence by gender

Only labour market status

Including industry changes

Including job changes

[Graphs showing trends over years for labor market status, including industry changes, and job changes for men and women from 1958 to 1971.]
Destabilisation: Turbulence by level of education

Only labour market status

Including industry changes

Including job changes
De-standardisation: Status entropy by cohort at each age

- Only labour market status
- Including industry changes
- Including job changes
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!