

Changing labour market transitions patterns

Workshop on changing labour market transitions and life courses in Asia and Pacific

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Guillaume Delautre

Sher Verick

ILO Employment Policy Department, delautre@ilo.org

The context

Labour market is being buffeted by future of work drivers

- ▶ Technological changes (automation and digitalization), globalization, climate change and the greening of economies, demographics, etc. are impacting labour market dynamics

ILO Declaration for the Future of Work 2019 :“Strengthen the capacities of all people to benefit from the opportunities of a changing world of work”, especially through “effective measures to support people through the transitions they will face throughout their working lives”... while iterating that “(a)ll workers will require strong support through future of work transitions so that they integrate into labour markets and become lifelong active members of societies”.

- ▶ Risk that the COVID-19 crisis might accelerate some trends and have a long-lasting impact on labour markets
- ▶ Are we experiencing more transitions? Do individuals have more complex life courses?



Going beyond the traditional approach to labour market transitions

The traditional analysis of labour market transitions:

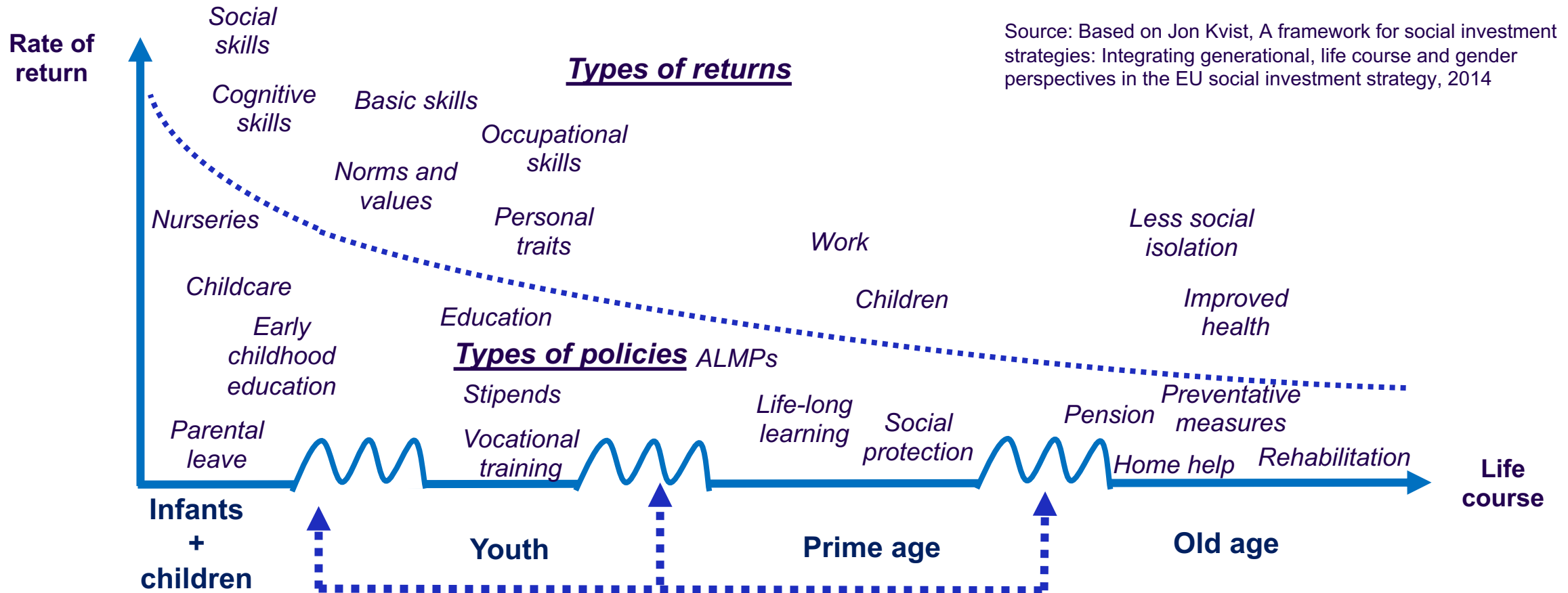
- ▶ Labour market transitions = movements of individuals between the labour market states of employment, unemployment and inactivity

Policy responses:

- ▶ Key focus on supporting the transition from unemployment to employment
- ▶ Use a combination of ALMPs, reforms of tax and benefit systems and other policies to support entry into employment



Going beyond the traditional approach to labour market transitions



Transitions as "events" or as "processes/sequences"?

Event analysis : Transitions considered as isolated events

Measurement of gross flows between different states/status and collected at least two different points in time

Representation through transition matrixes

Particularly relevant for short-term analysis

Major constraint: very limited to reflect complex transitions (ex: youth transitions, transitions from working life to retirement,...)

Life-course analysis: Transitions considered as a processes or sequences

Life-course is the unit of analysis

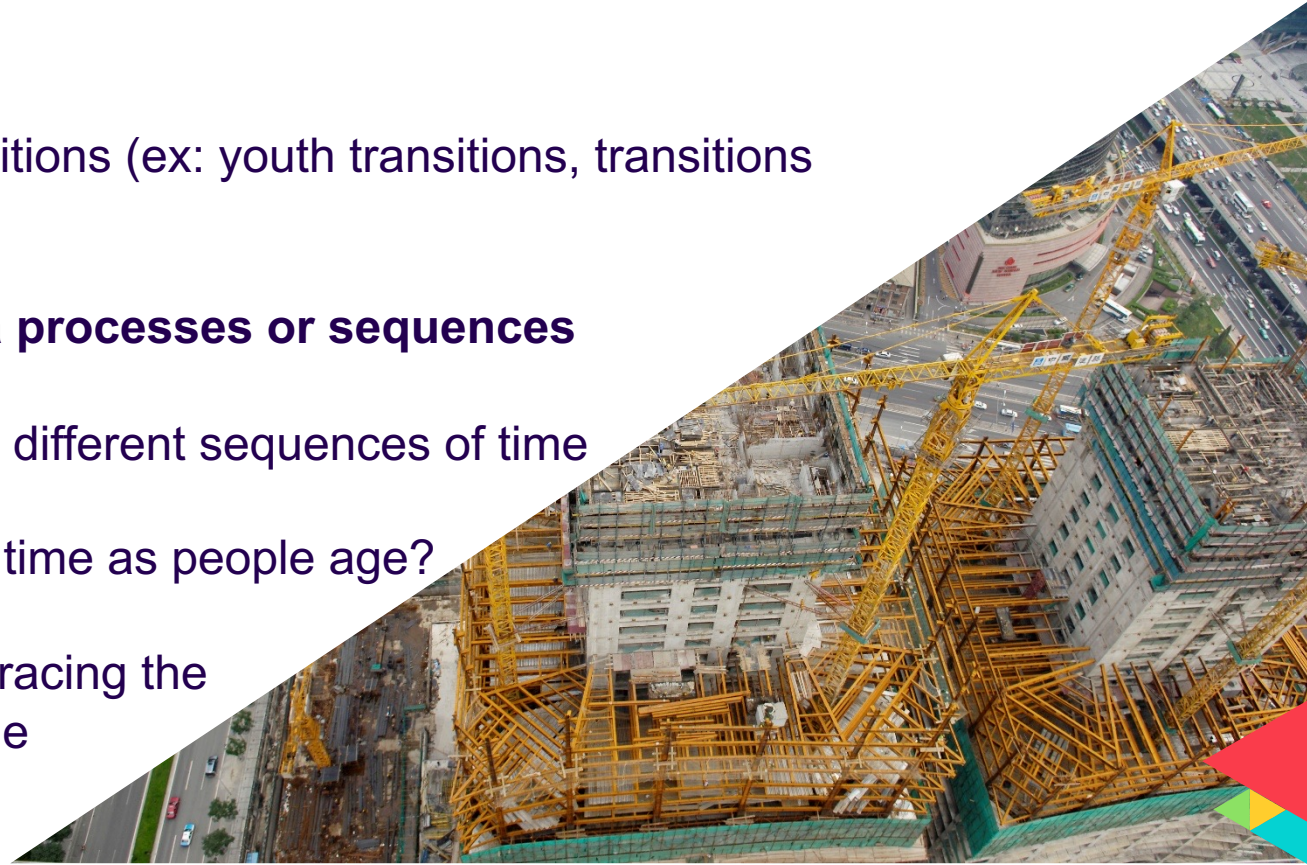
Sequence analysis (comparing, sorting and grouping different sequences of time-ordered elements to identify different ideal-types)

Questions: How individuals' trajectories change over time as people age?

Increasing complexity of life-courses?

Major constraint: need long and detailed panel data tracing the trajectory of individuals throughout a long span of time

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MOVING FORWARD

How do we expand our scope to transitions over the life course?

Conceptual – How do we define a “good” transition? (taking into account the freedom to make transitions throughout the life course as a goal in itself)

Analytical – What data and methodological approaches should we use/promote? How should we measure transitions (quality and quantity)? Where does choice fit in? What factors drive transitions? On which groups and transitions we should focus on?

Policies – What are the implications for policy responses beyond ALMP (LLL, social protection, demand-side,...)?

Relevance to developing countries?

Objectives of the workshop

- ▶ take stock of existing methodological approaches to measuring labour market transitions and have an idea of available data sources in the region
- ▶ showcase innovative research results relevant to the region;
- ▶ expand and strengthen a network of researchers;
- ▶ assess the interest for evidence building and policy-orient research among regional stakeholders;
- ▶ seek opportunities for future research initiatives.



Agenda

Day 1

Session 1 – General considerations on labour market transitions

Session 2 – A gender perspective on labour market transitions and life courses

Day 2

Session 3 – Labour market transitions throughout the life course

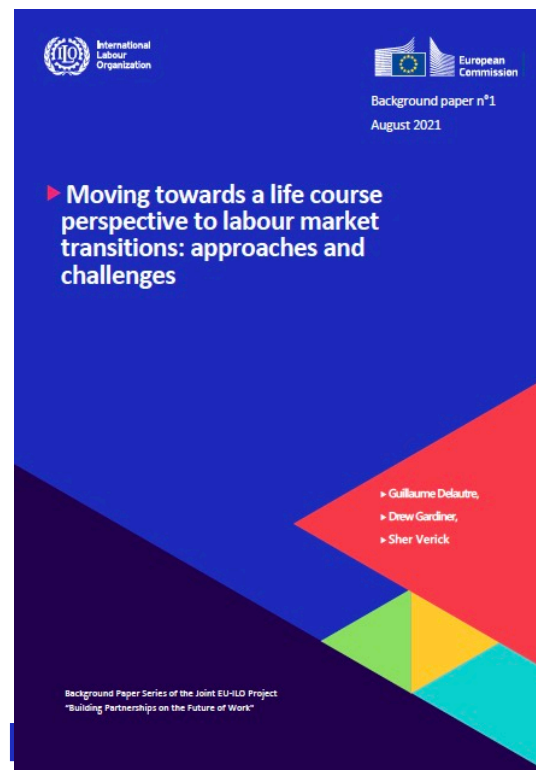
- ▶ *Youth transitions*
- ▶ *Transitions of older workers*

Session 4 – Informality in labour market transitions and life courses

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Thank you for listening



Please see:

<https://www.ilo.org/employment/Whatwedo/Projects/building-partnerships-on-the-future-of-work>