

Session - International Diversity

**Labour markets, economic
developments, and career information
and guidance in OECD countries**

Patrick Werquin

and

Miho Taguma

OECD – Directorate for Education

Agenda for today

- Demographic change in the labour market
- Economic developments in developed countries
- The importance of information and guidance in career development
- A possible way forward

Facts

Ageing is a reality.

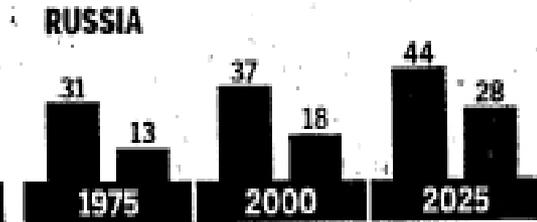
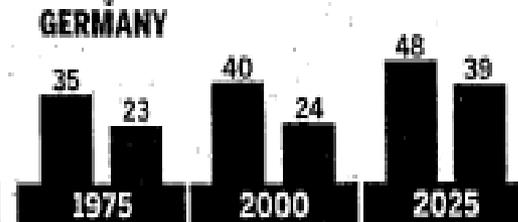
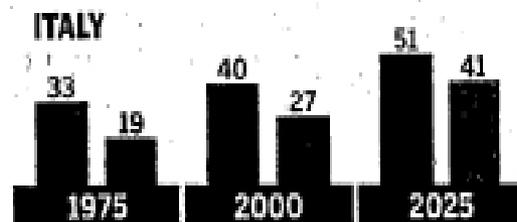
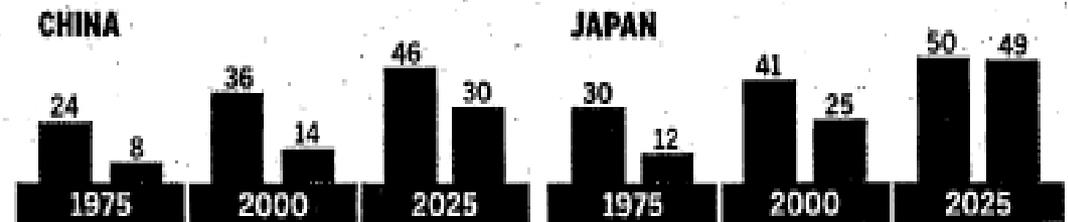
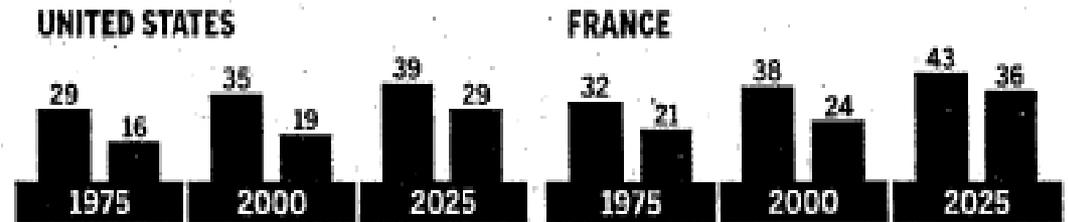
Aging workers will support many more retirees

A GRAYING PLANET

Aging workers will support many more retirees

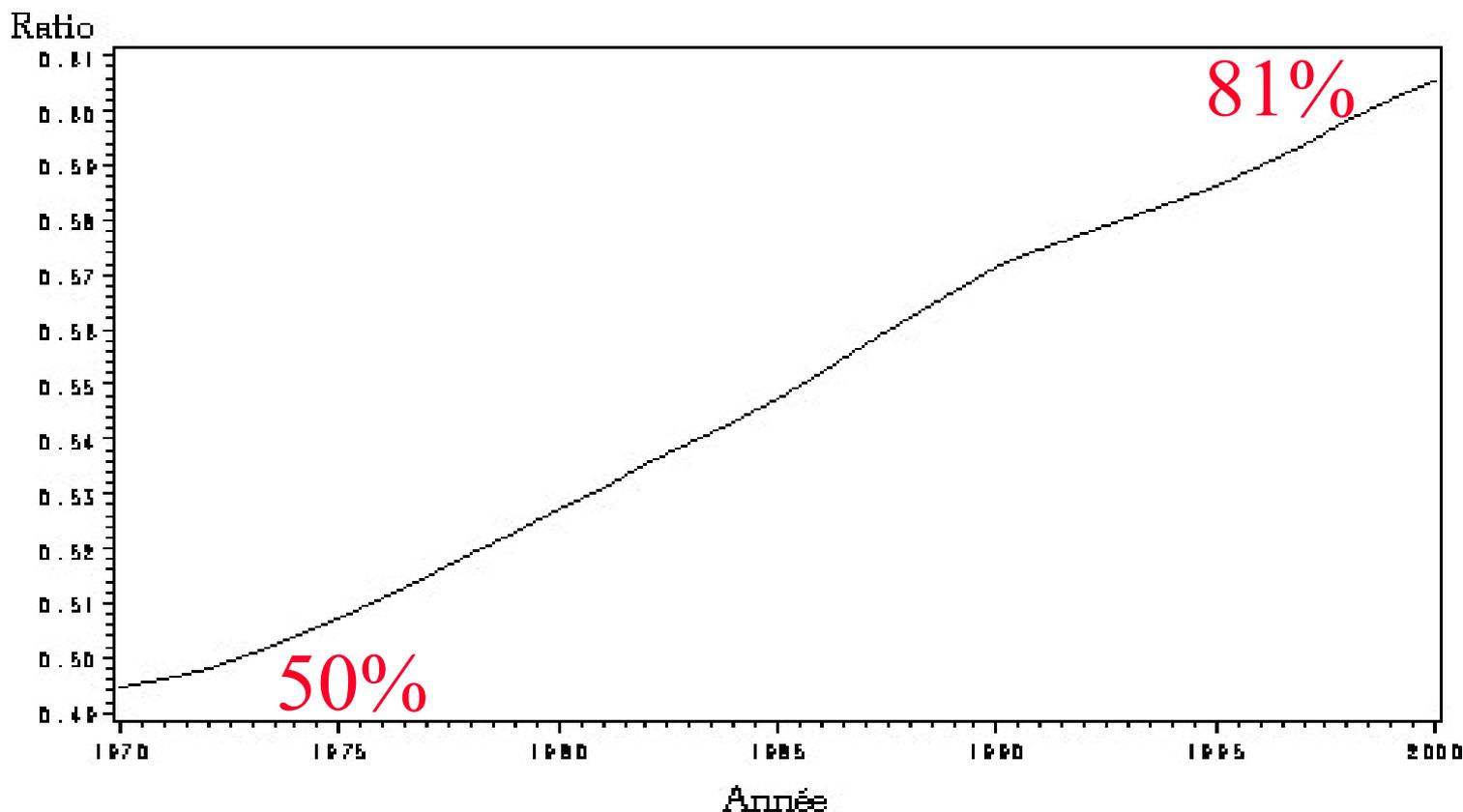
■ MEDIAN AGE
■ RETIREES PER 100 WORKERS*

*RETIREES OVER AGE 65
Data: U.N. Population Div.



Share of the 25-64 among the 0-65: Australia

Part des 25-64 ans parmi les moins de 65 ans
Australie

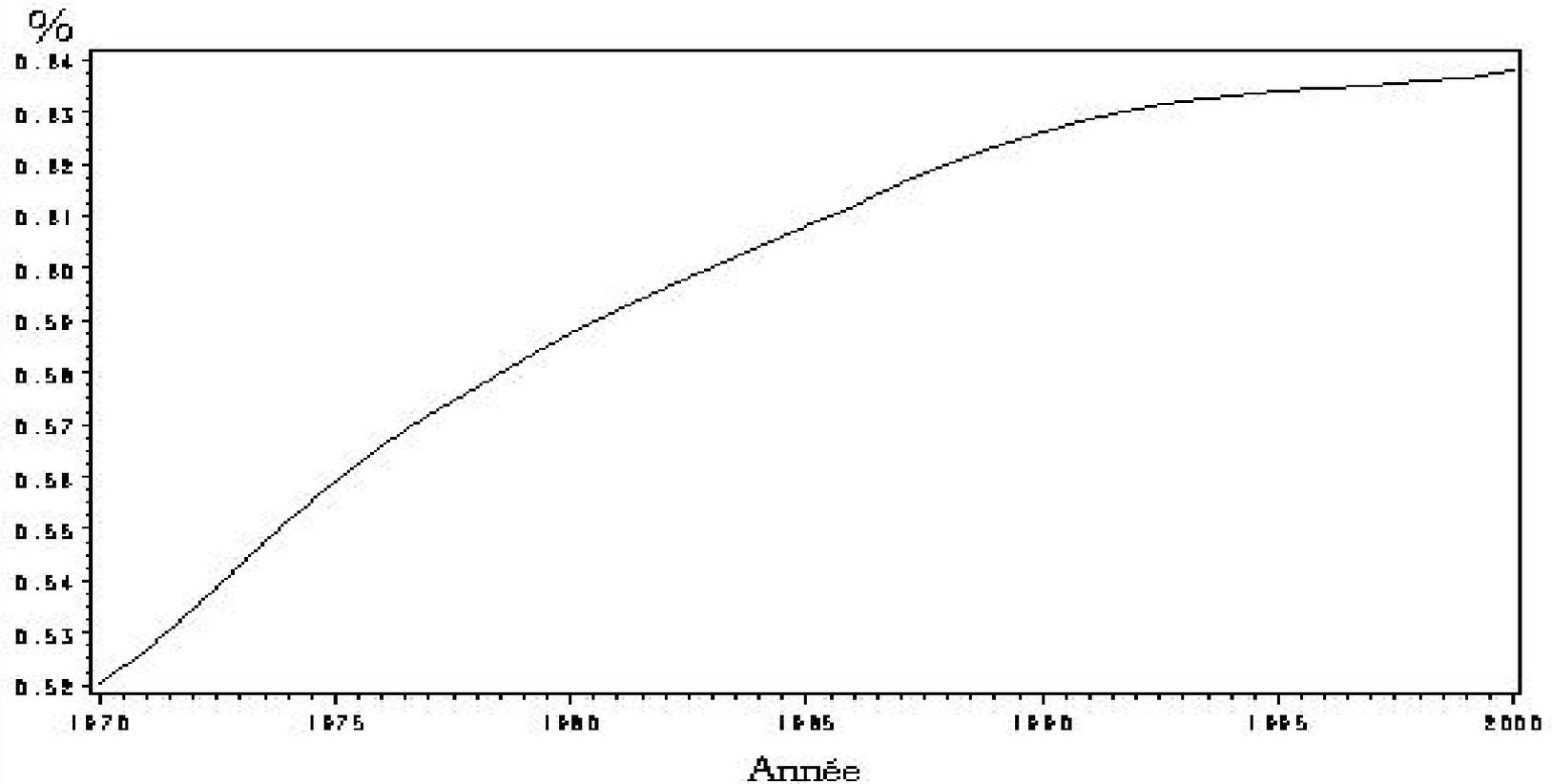


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Finland

Part des 25-64 ans parmi les moins de 65 ans
Finlande

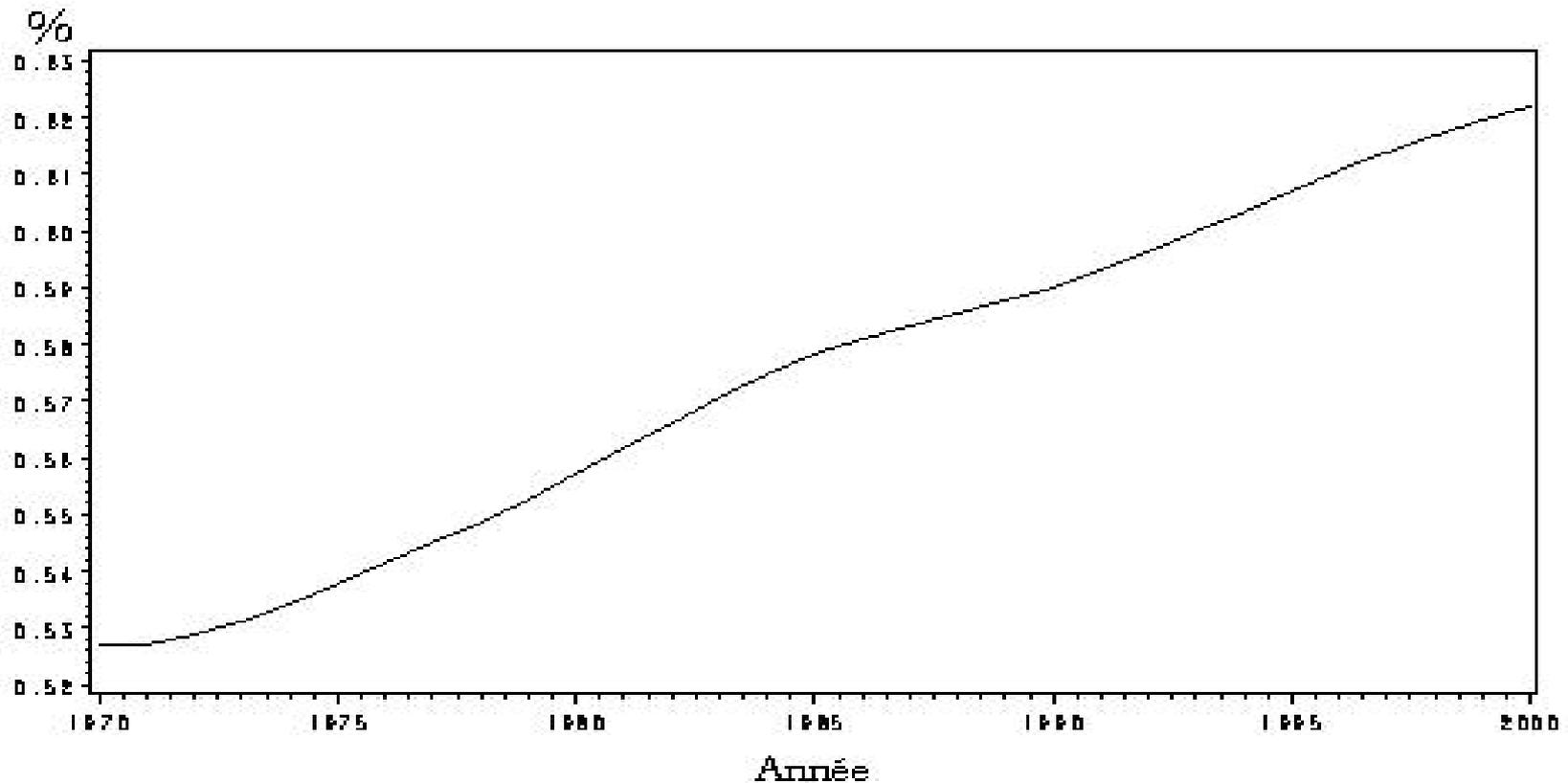


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Share of the 25-64 among the 0-65: France

Part des 25-64 ans parmi les moins de 65 ans
France

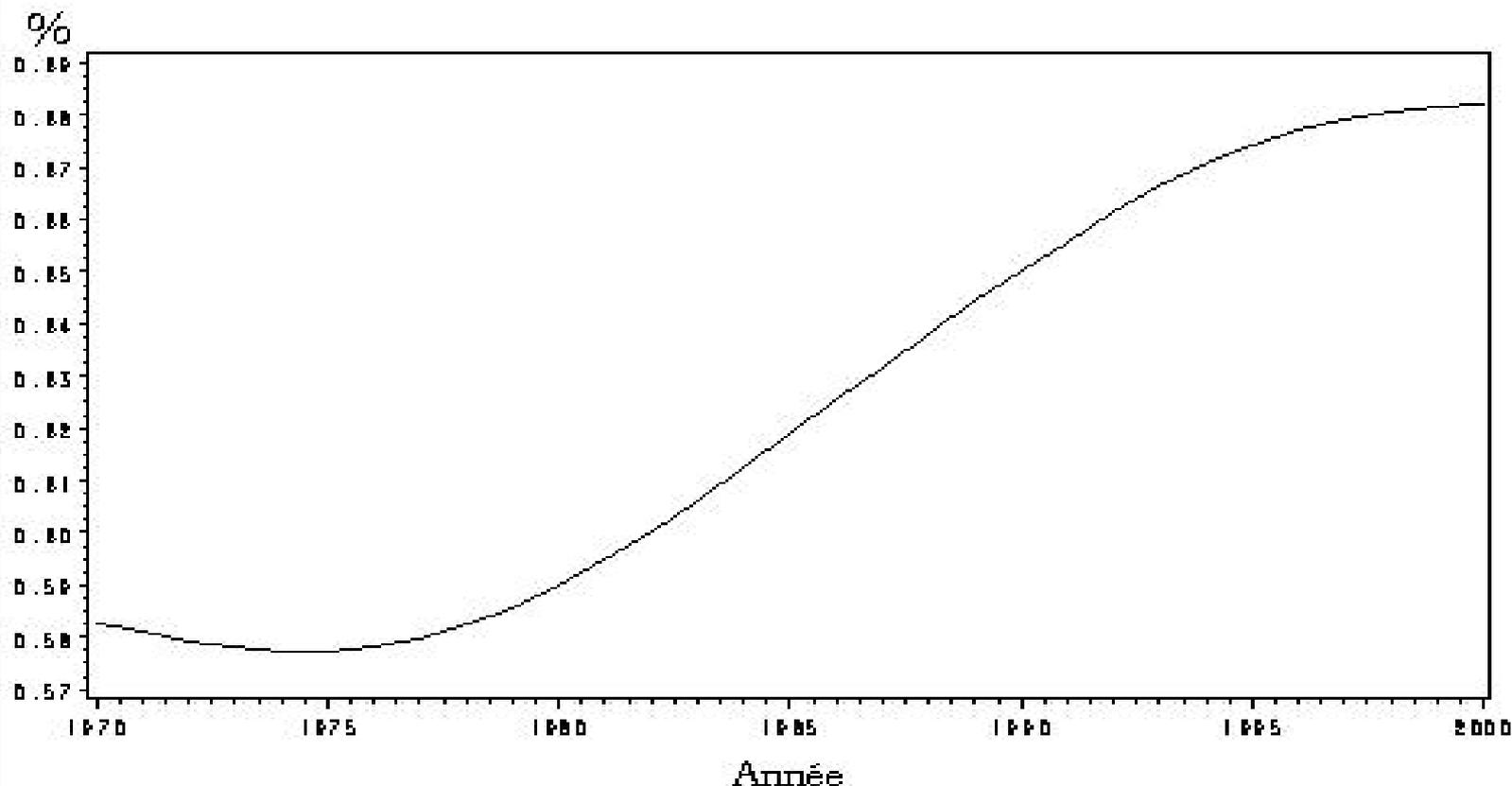


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Germany

Part des 25-64 ans parmi les moins de 65 ans
Allemagne

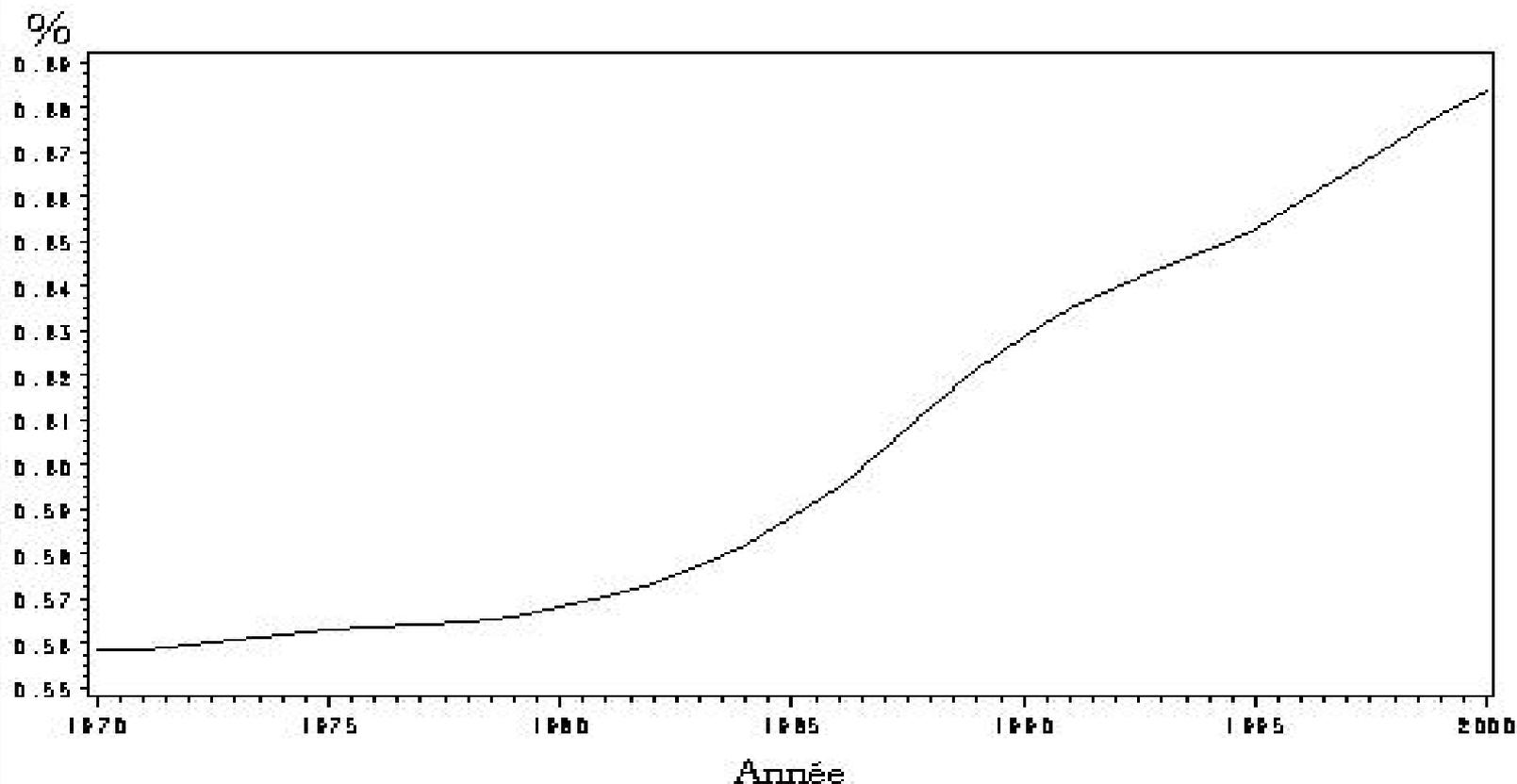


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Italy

Part des 25-64 ans parmi les moins de 65 ans
Italie

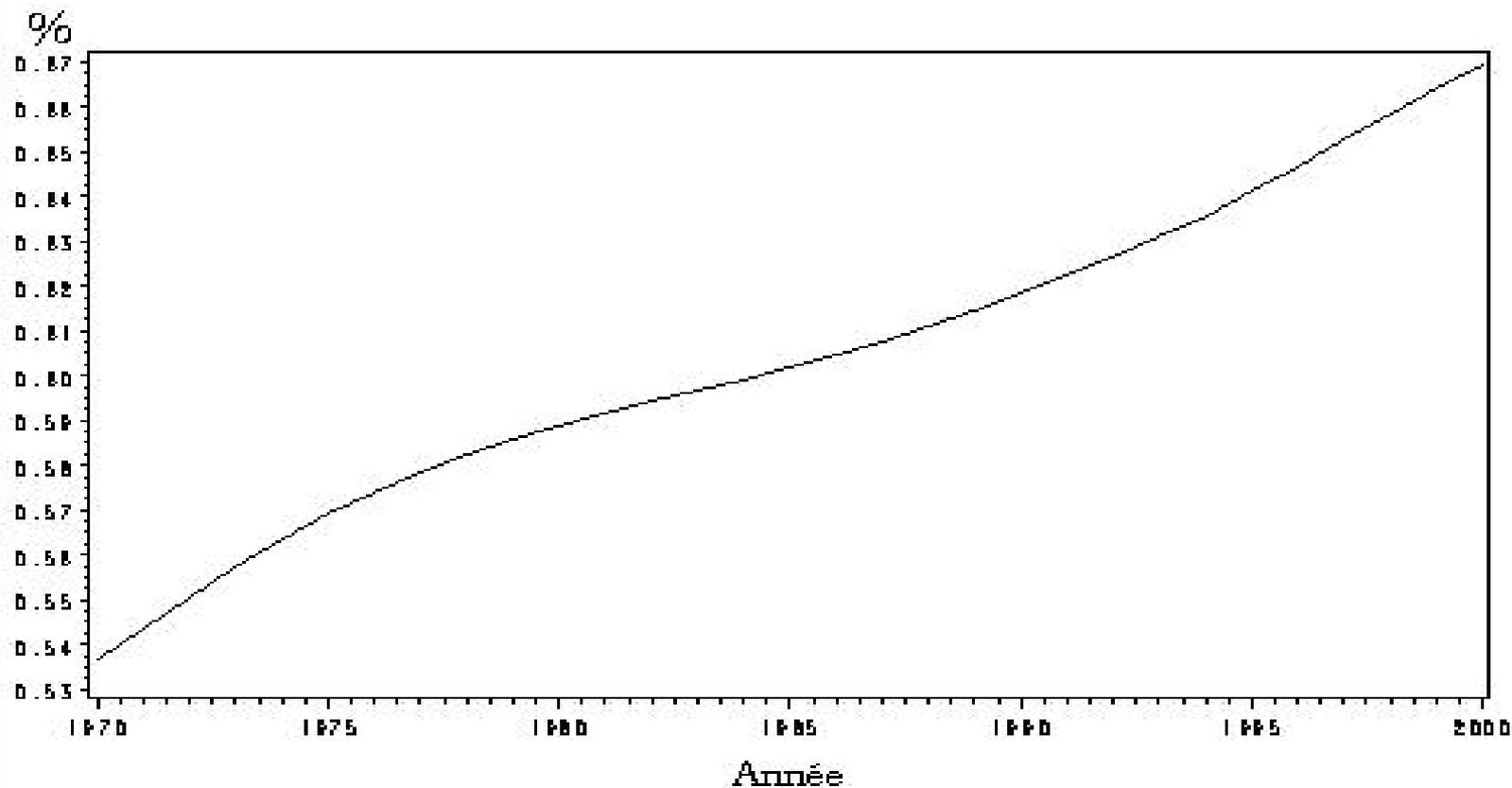


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Japan

Part des 25-64 ans parmi les moins de 65 ans
Japon

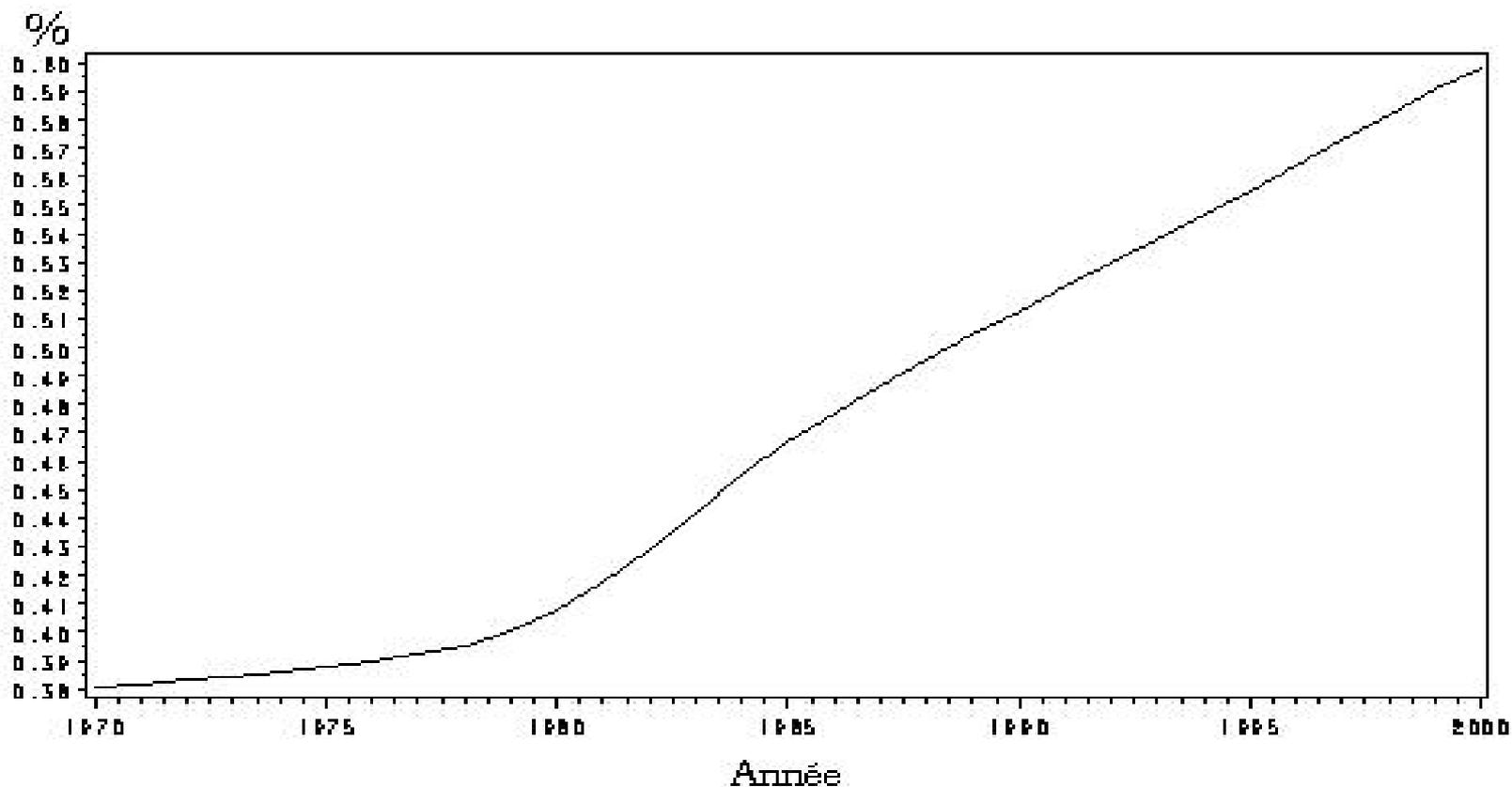


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Korea

Part des 25-64 ans parmi les moins de 65 ans
Corée

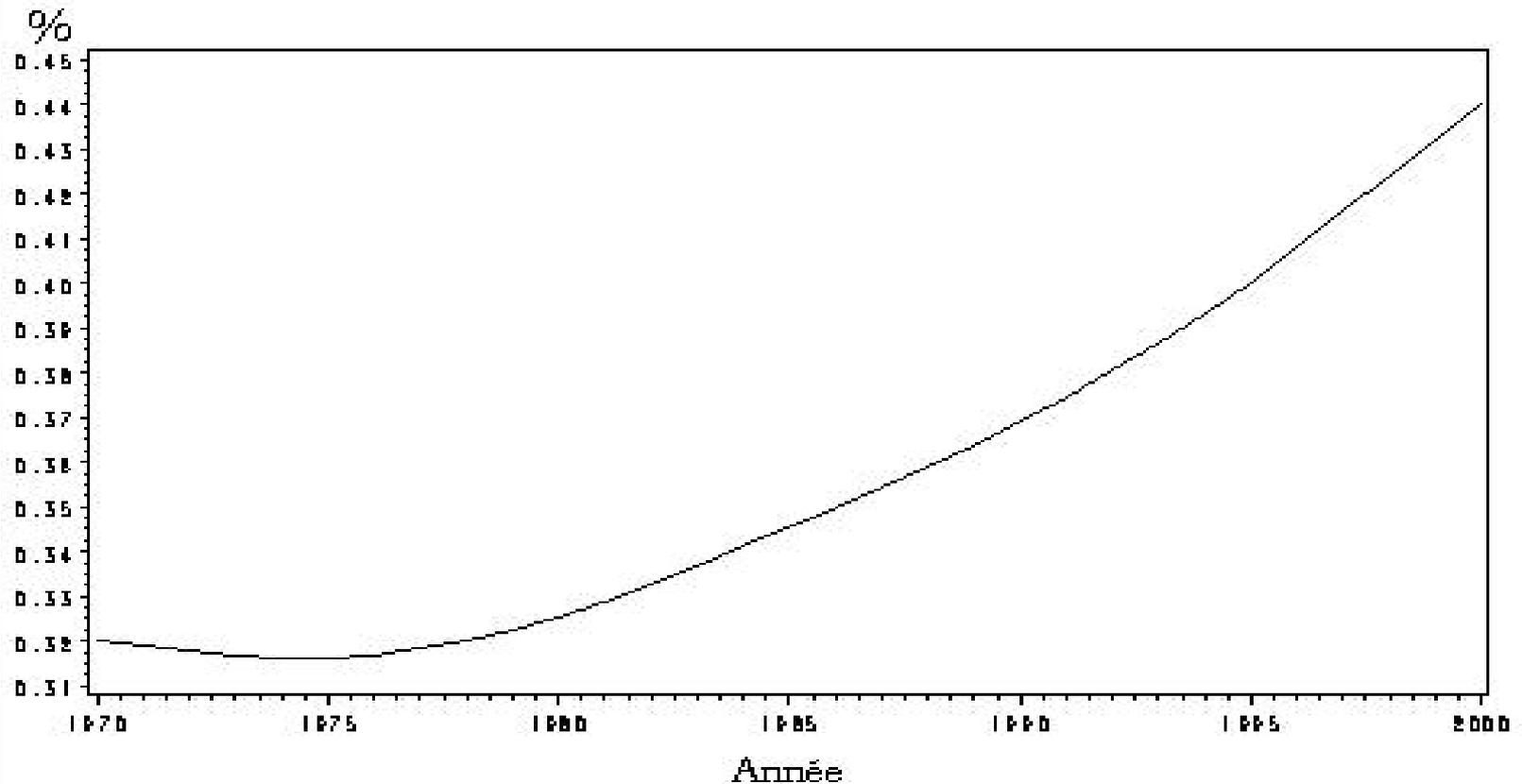


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Mexico

Part des 25-64 ans parmi les moins de 65 ans
Mexique

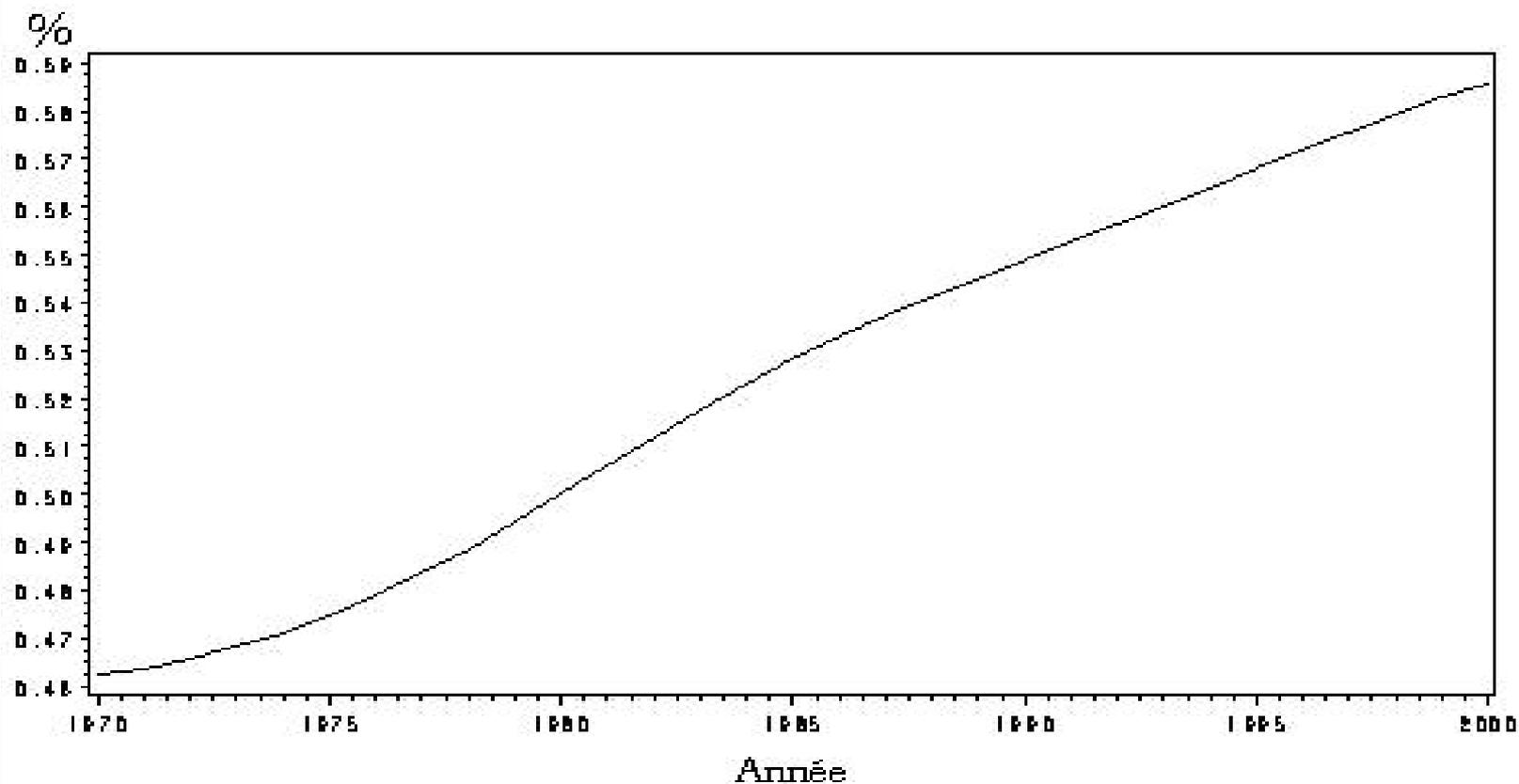


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: NZL

Part des 25-64 ans parmi les moins de 65 ans
Nouvelle-Zélande

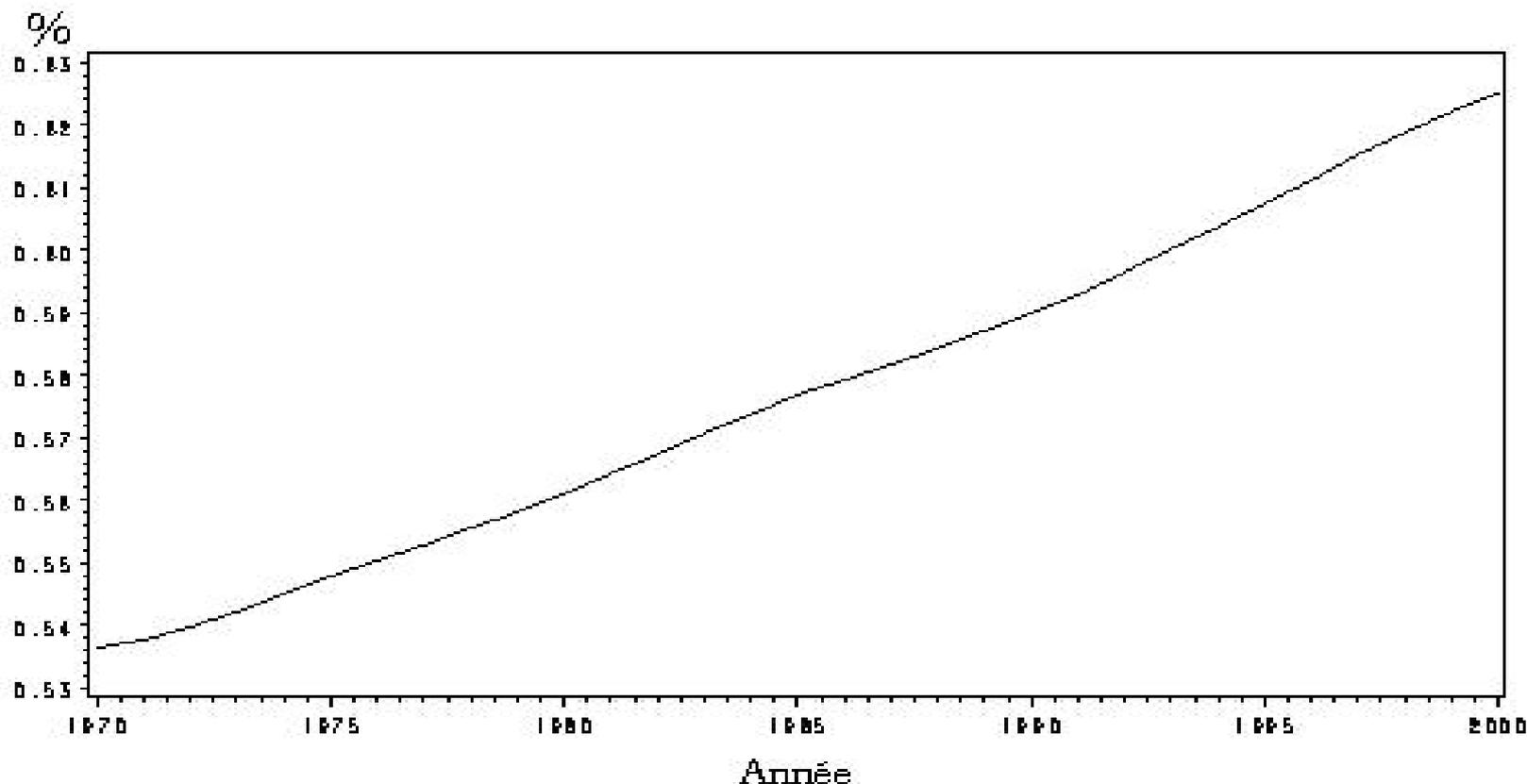


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Norway

Part des 25-64 ans parmi les moins de 65 ans
Norvege

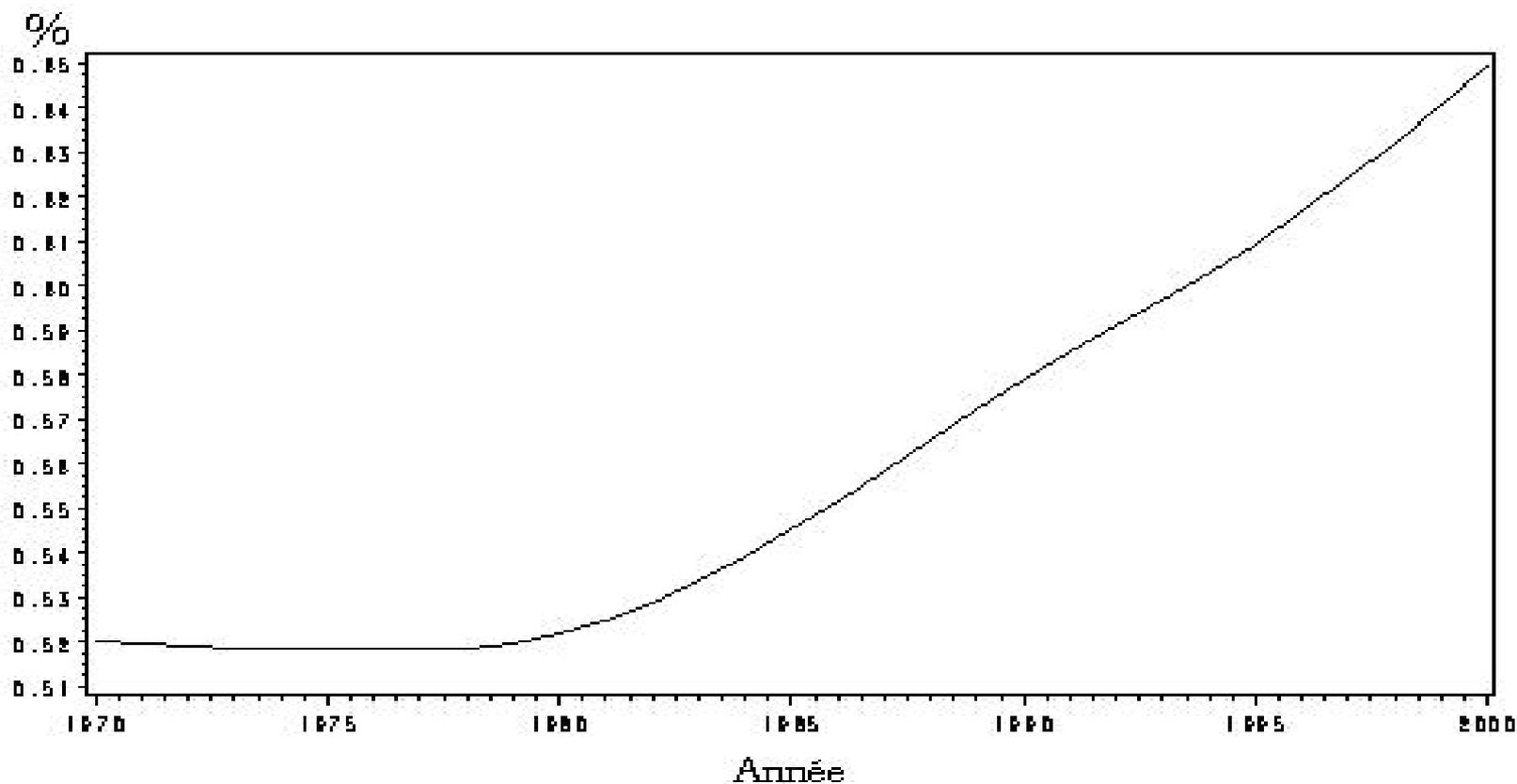


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Spain

Part des 25-64 ans parmi les moins de 65 ans
Espagne

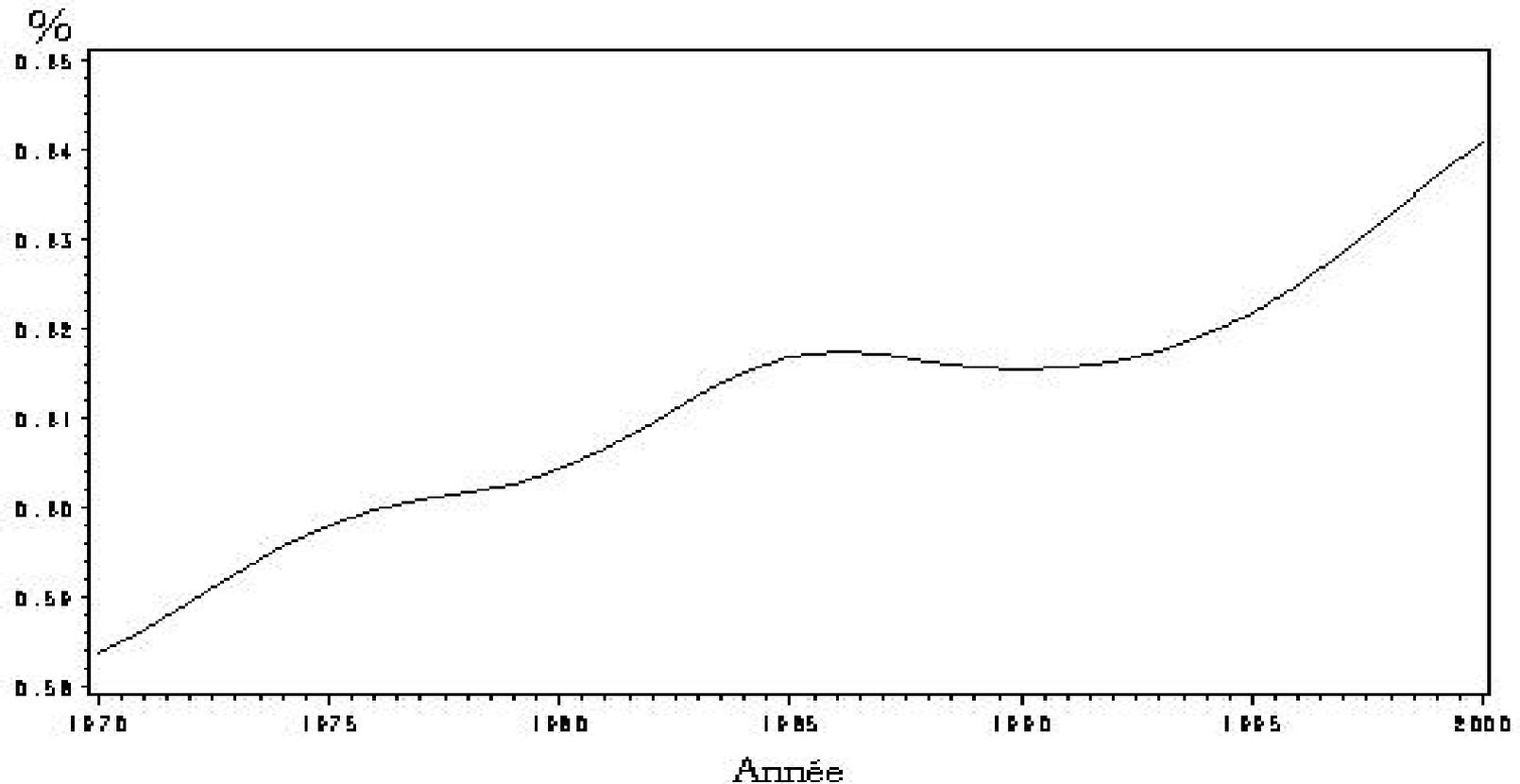


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Sweden

Part des 25-64 ans parmi les moins de 65 ans
Suede

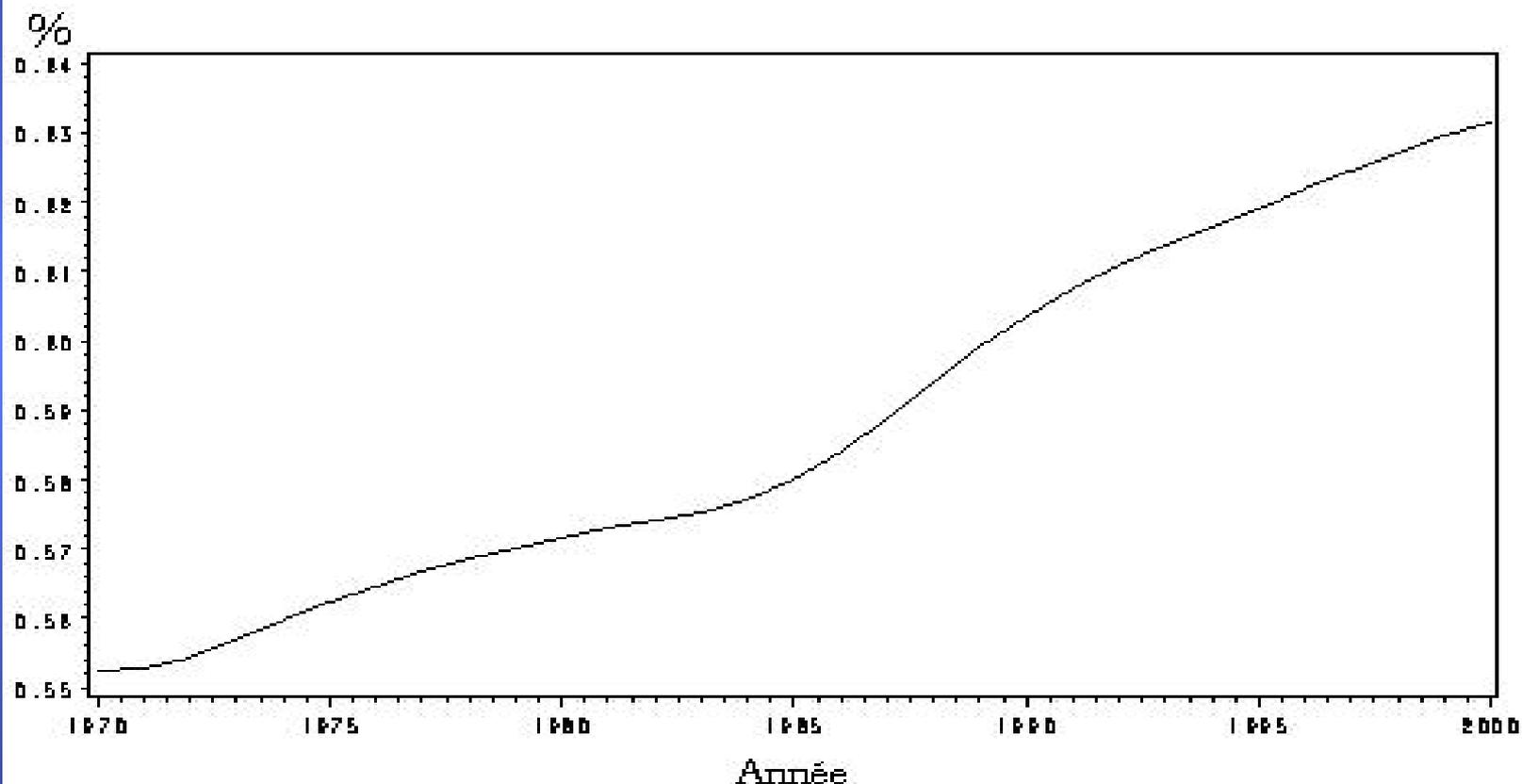


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: UK

Part des 25-64 ans parmi les moins de 65 ans
Royaume - Uni

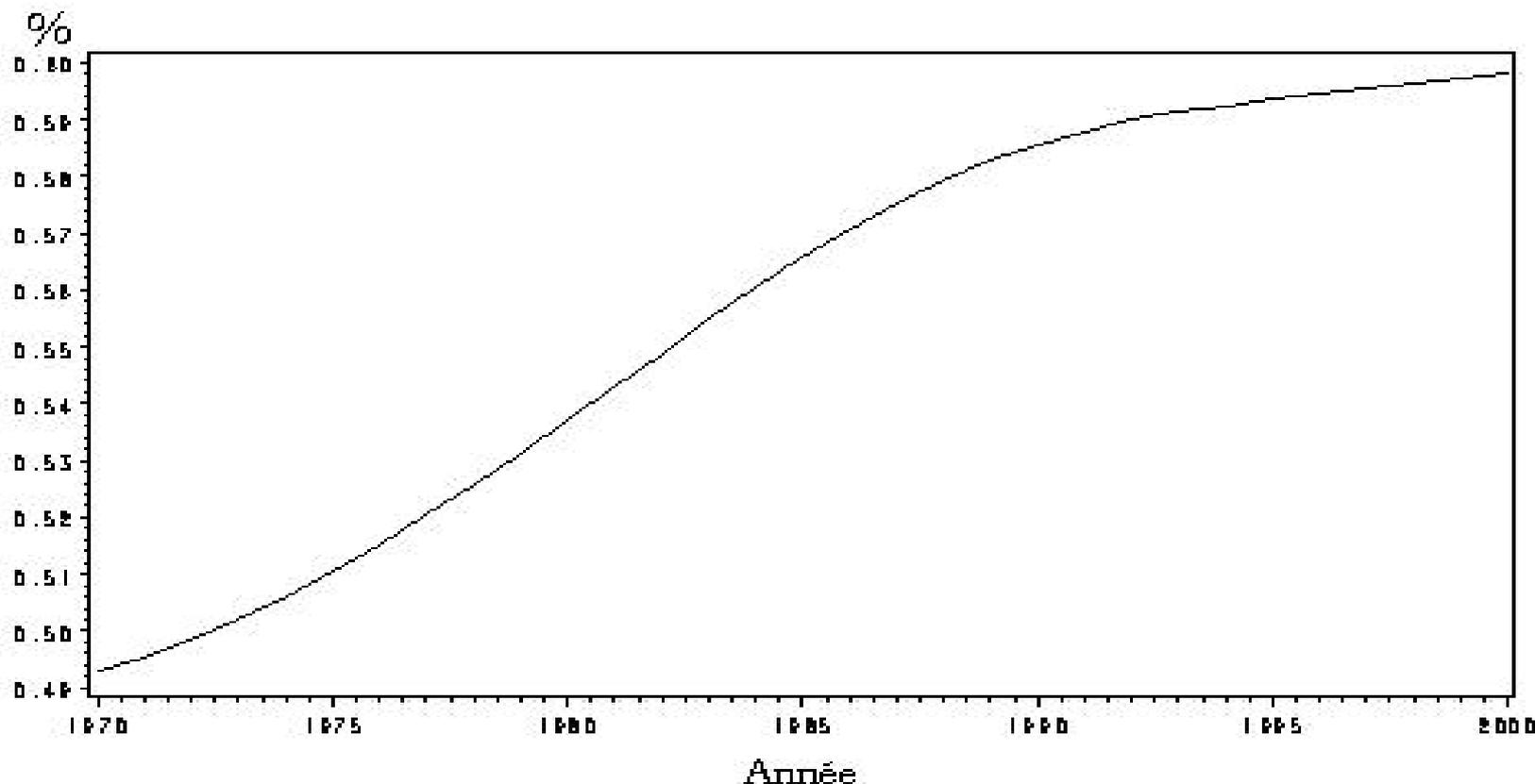


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: USA

Part des 25-64 ans parmi les moins de 65 ans
Etats-Unis



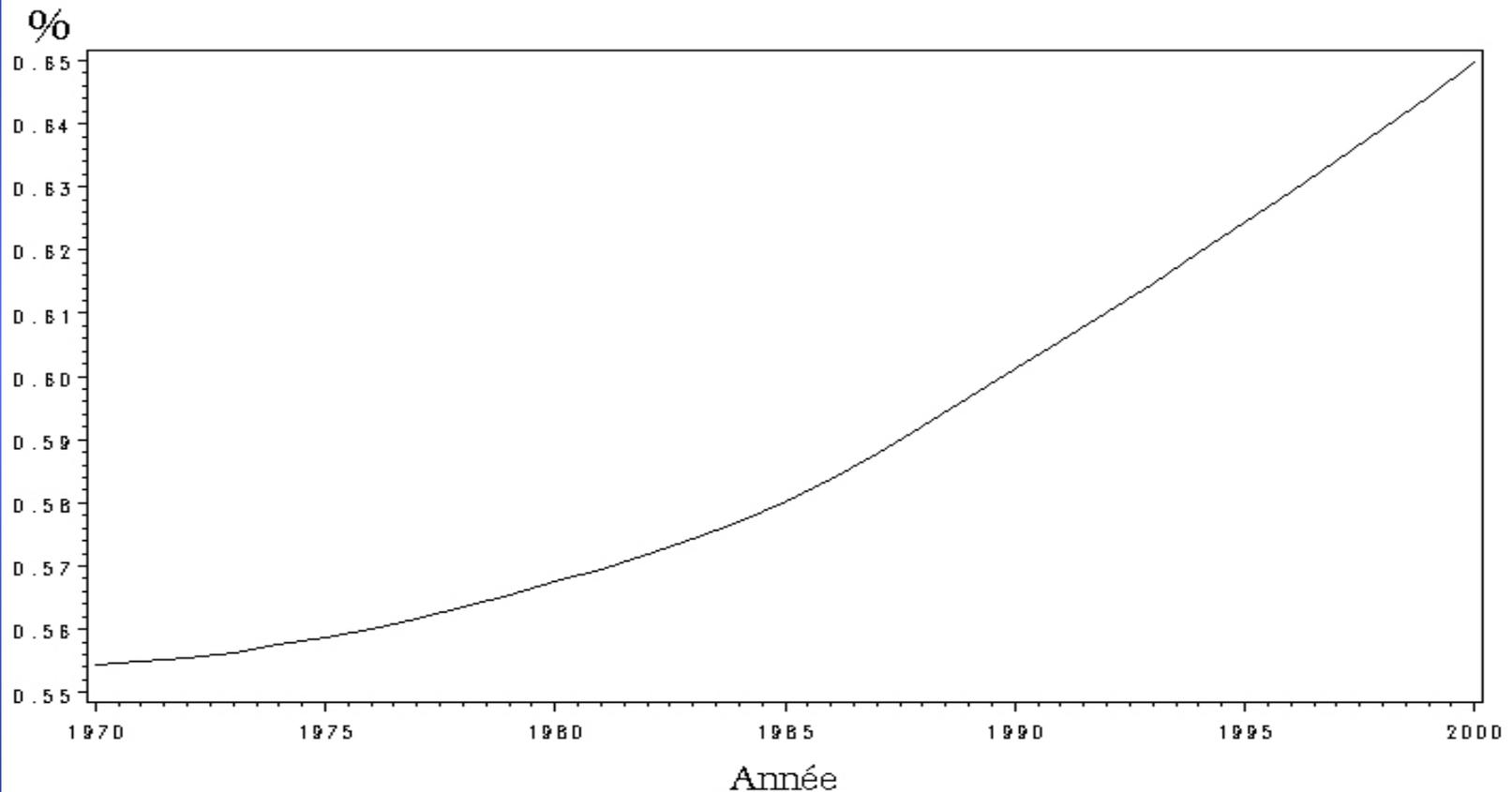
Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: Greece

Part des 25–64 ans parmi les moins de 65 ans

Greece

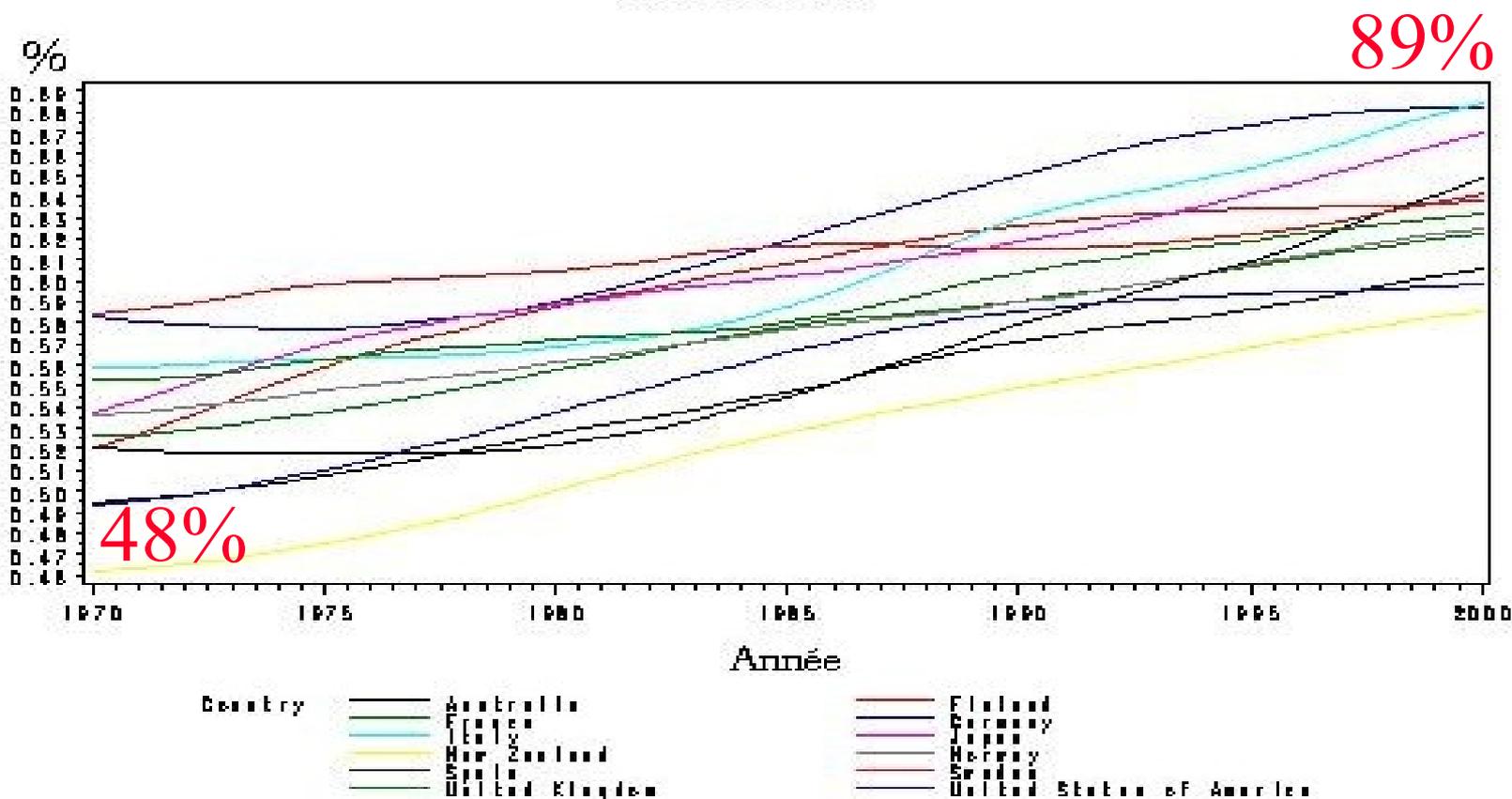


Source : Nations unies (2000)

Traitement : Patrick Werquin

Share of the 25-64 among the 0-65: ALL

Part des 25-64 ans parmi les moins de 65 ans
Ensemble



Source : Nations unies (2000)

Traitement : Patrick Werquin

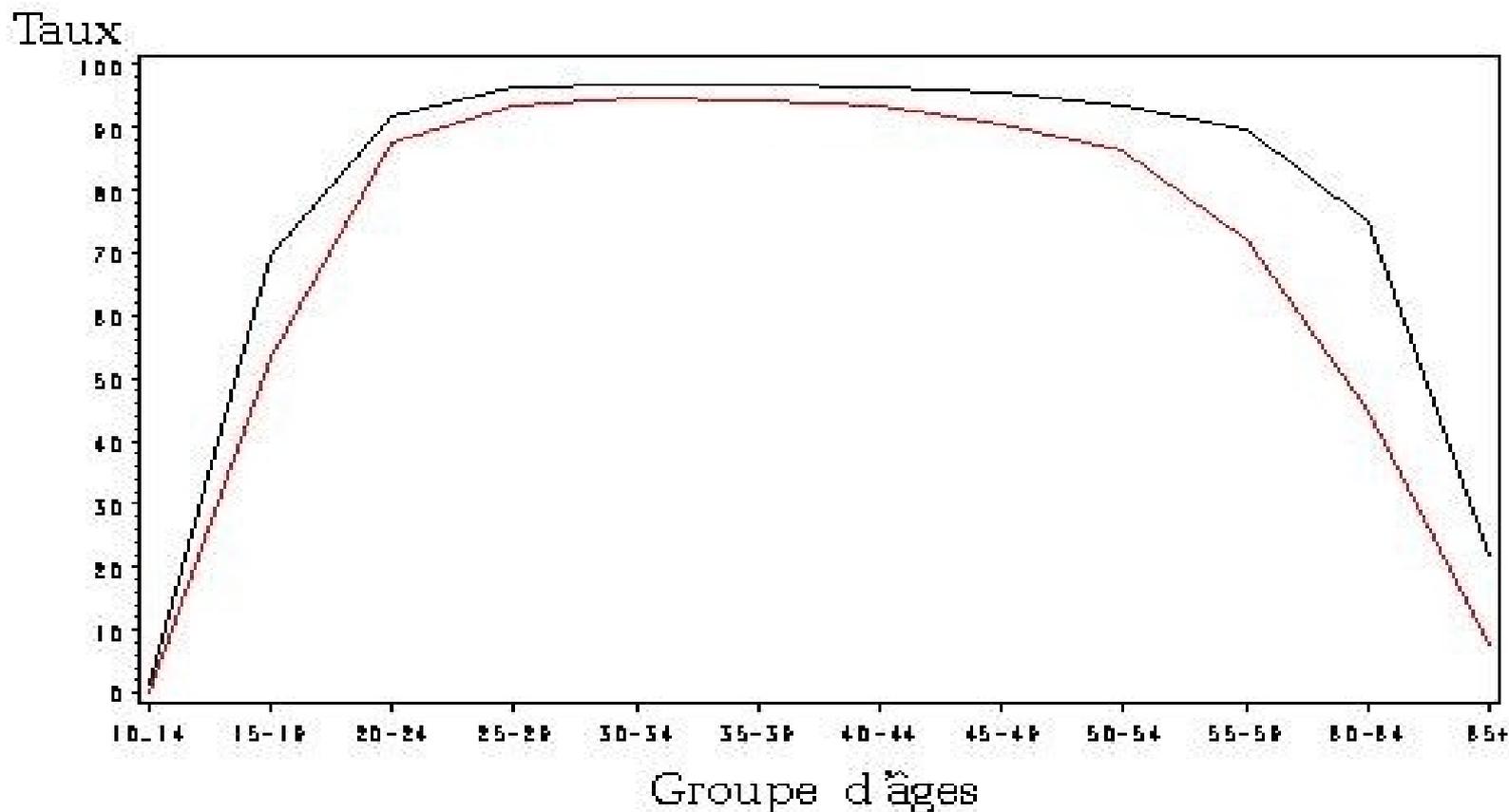
How about participation in the labour market?

Male population

Labour market participation rate by age: Australia, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Australie — Hommes



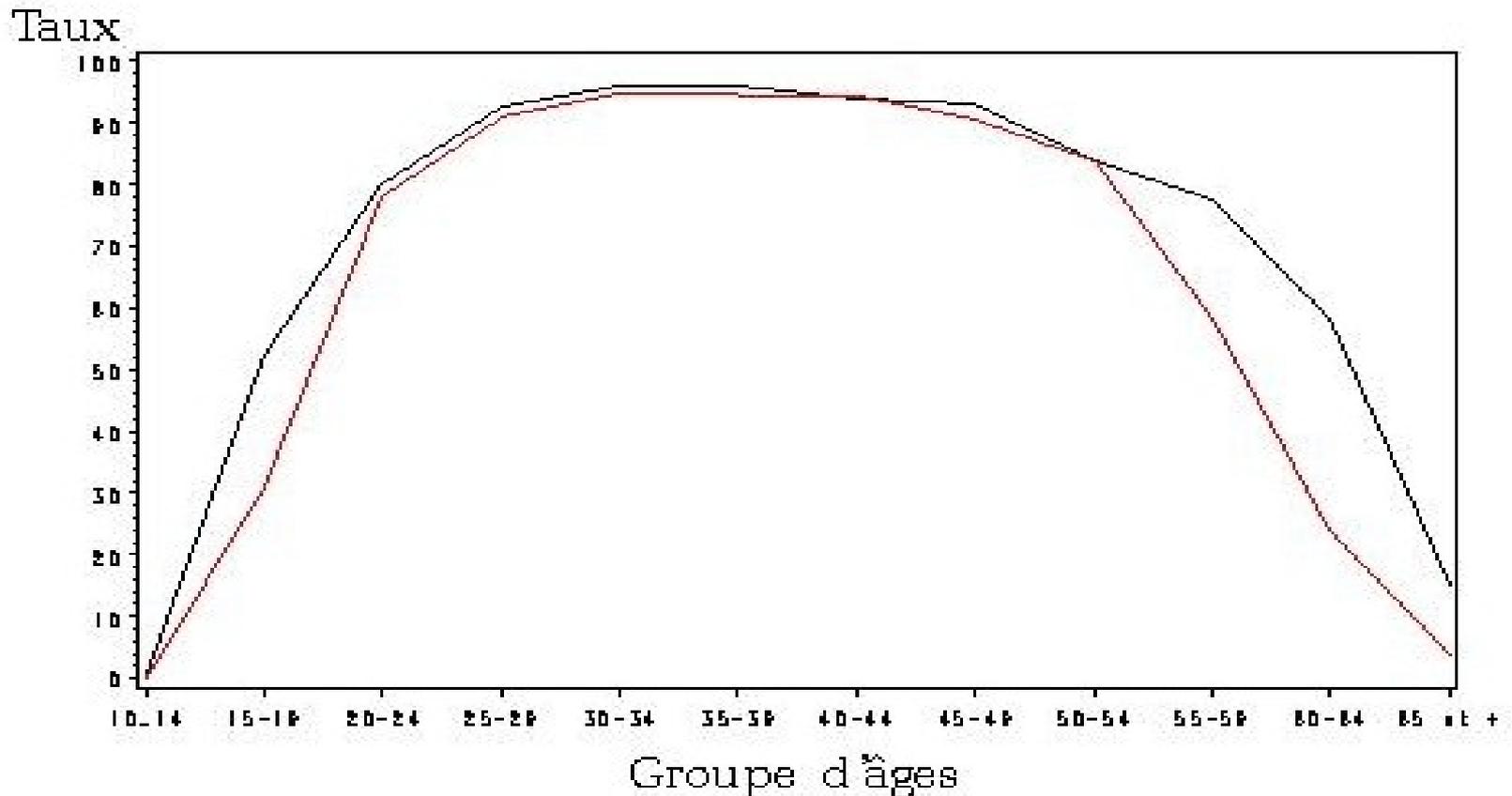
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Finland, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Finlande — Hommes



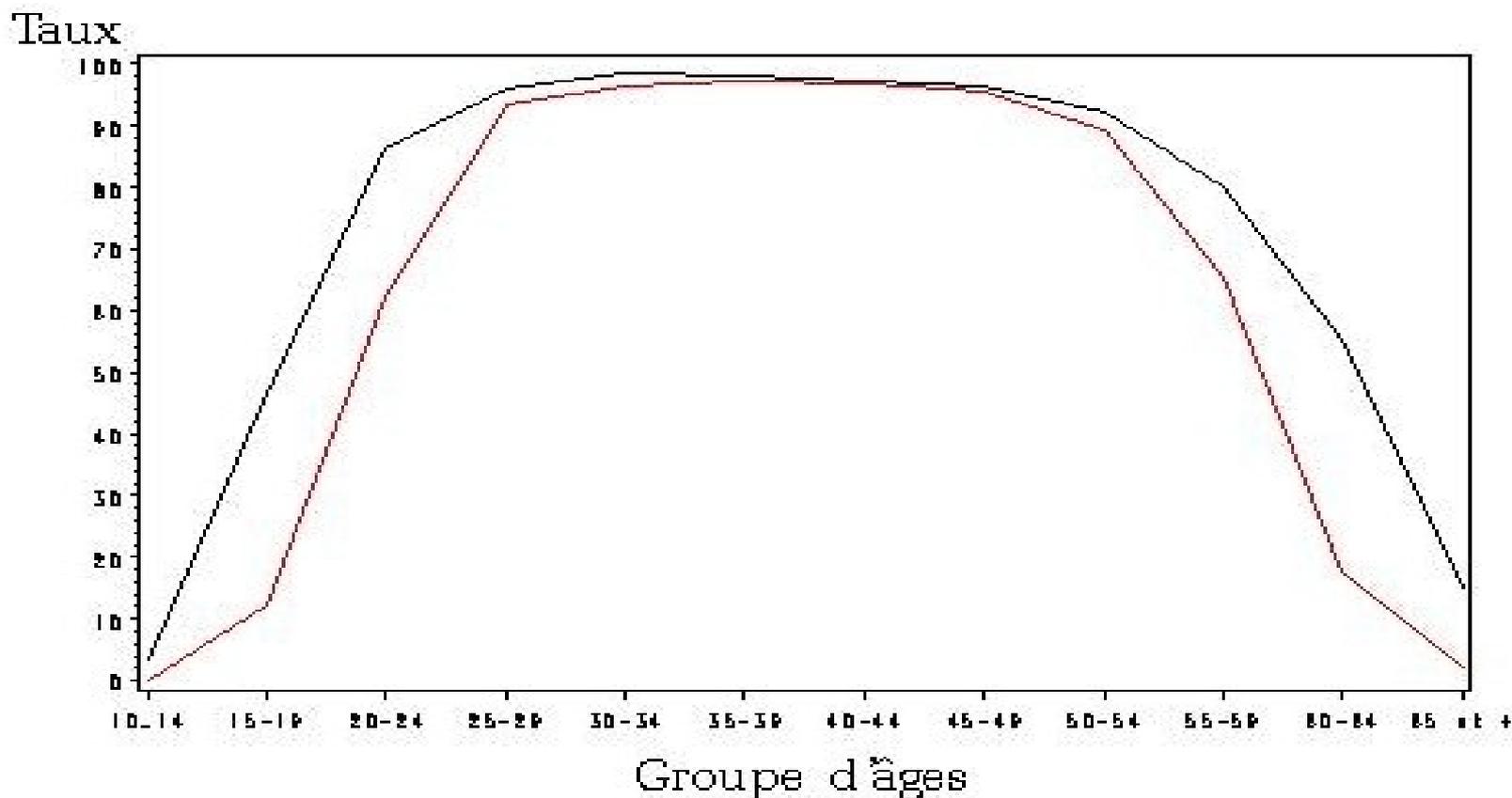
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: France, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

France — Hommes



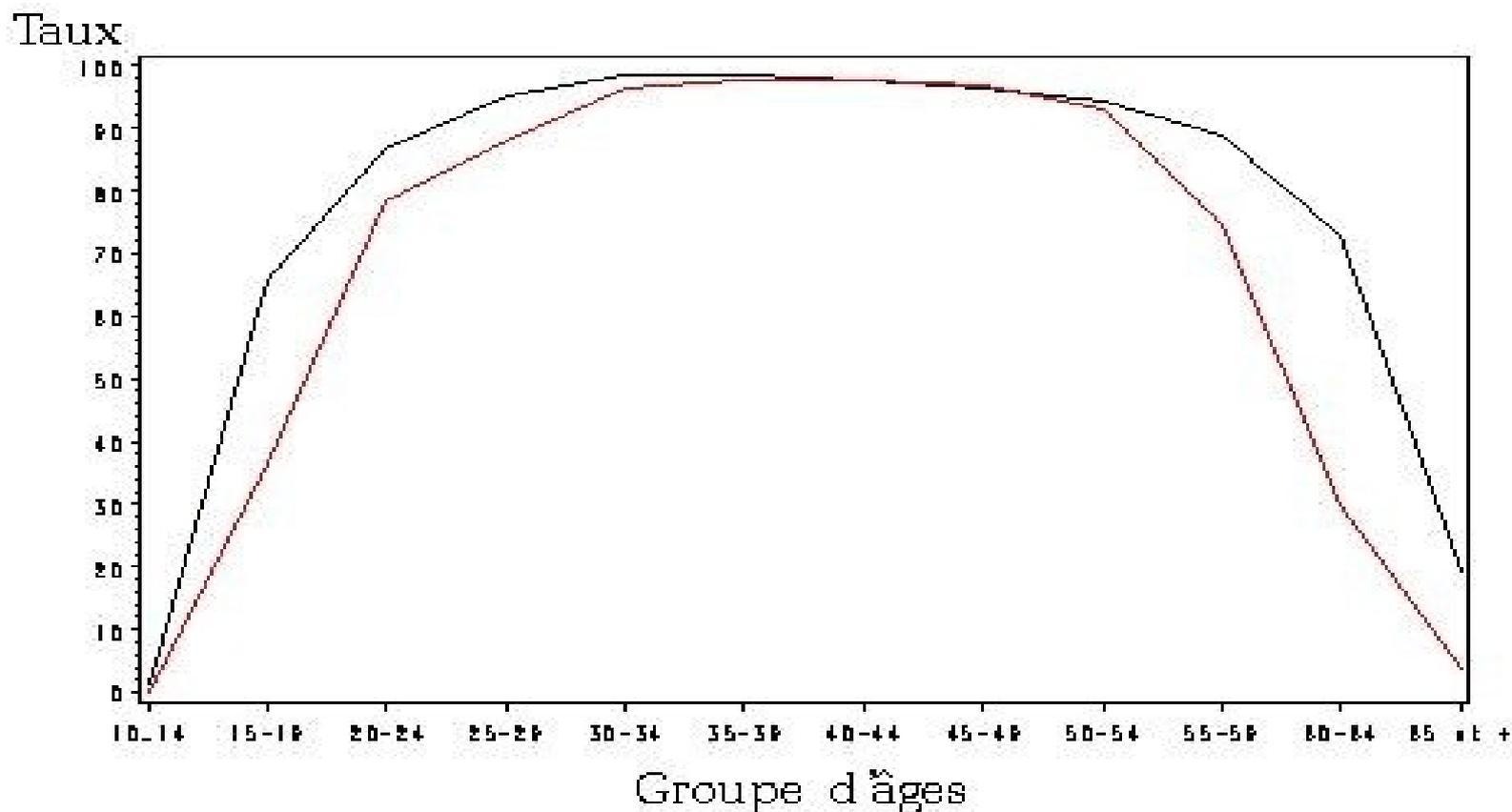
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Germany, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Allemagne — Hommes



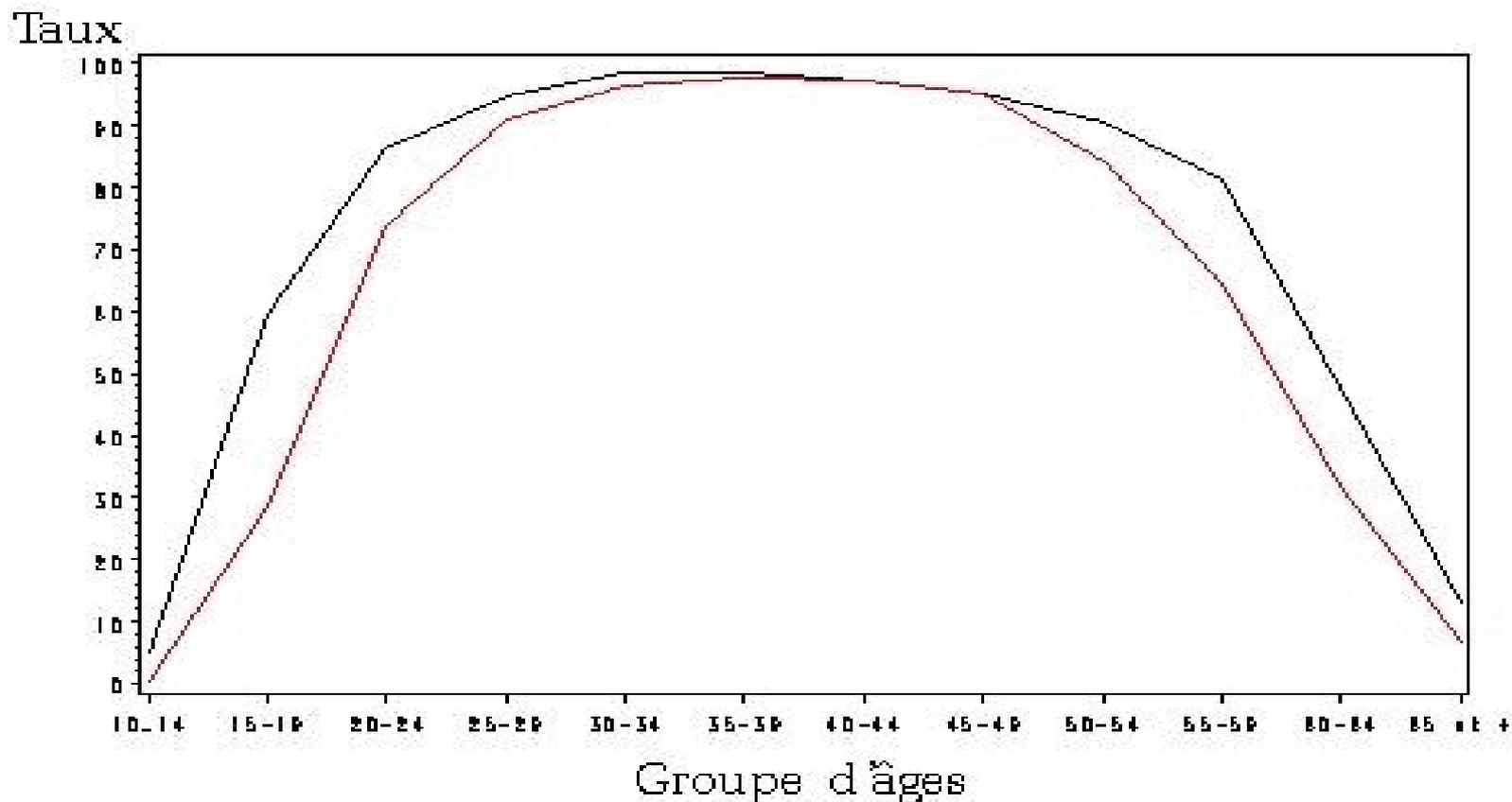
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Italy, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Italie — Hommes



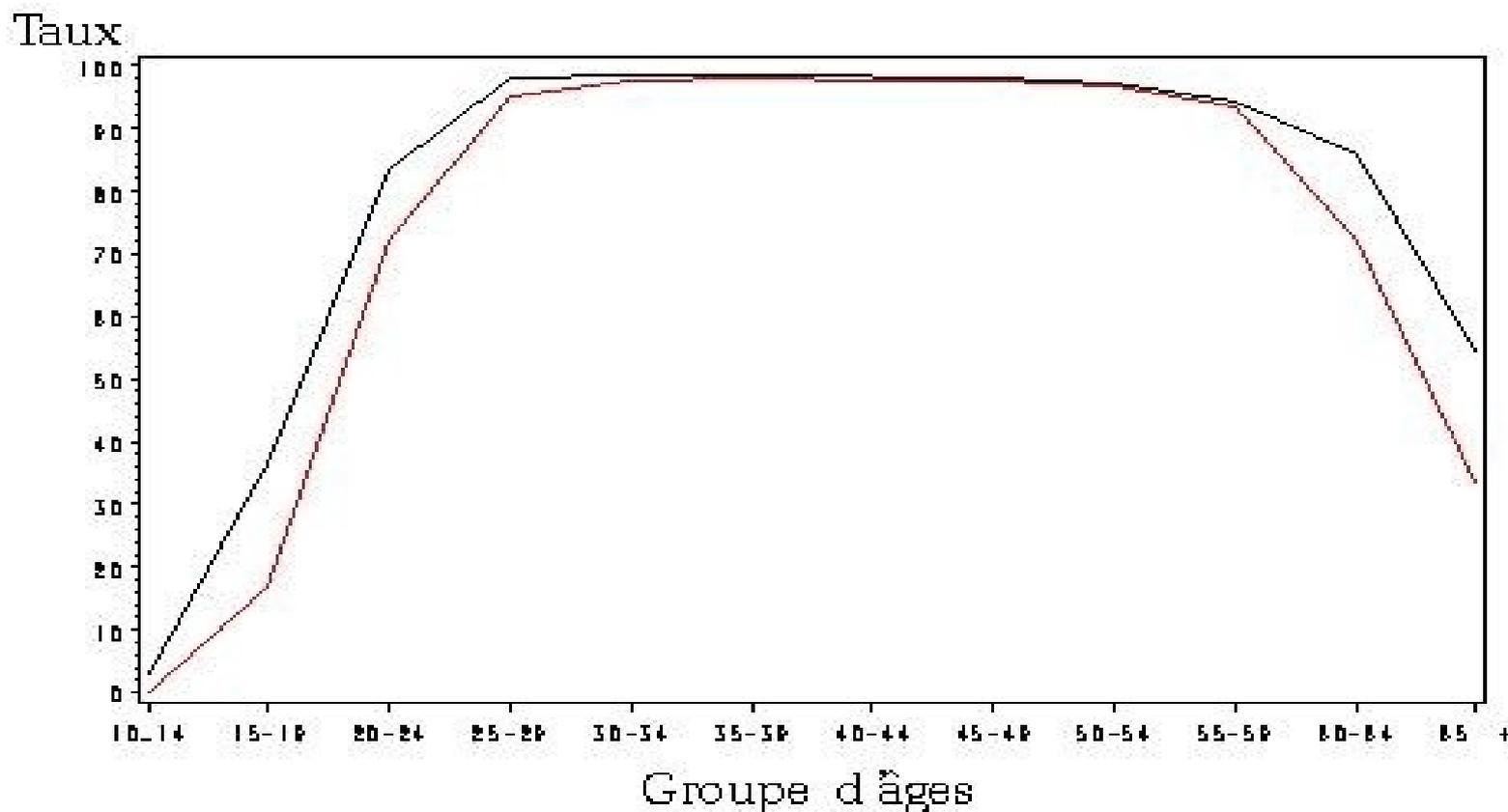
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Japan, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Japon — Hommes



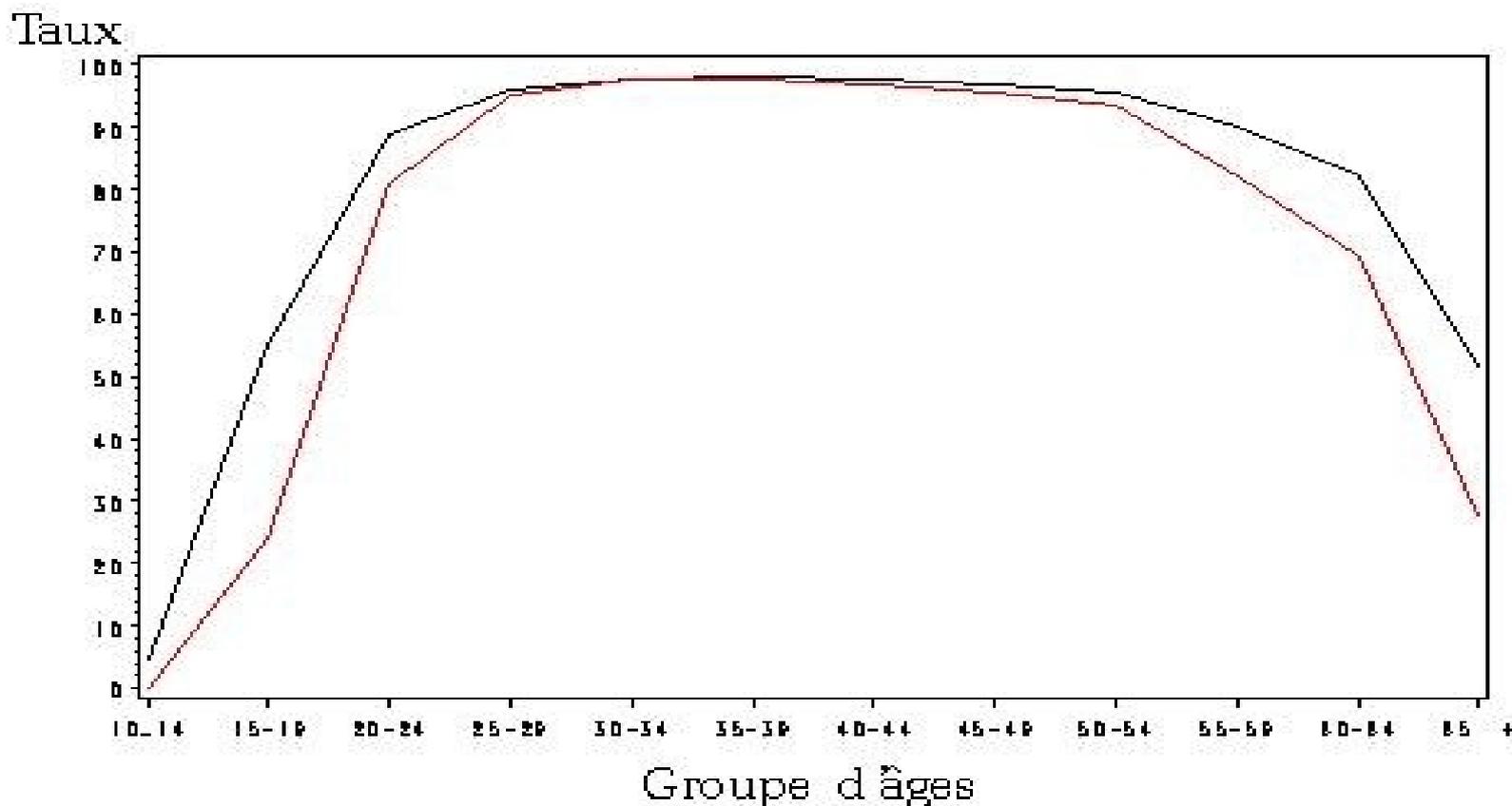
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Korea, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Corée — Hommes



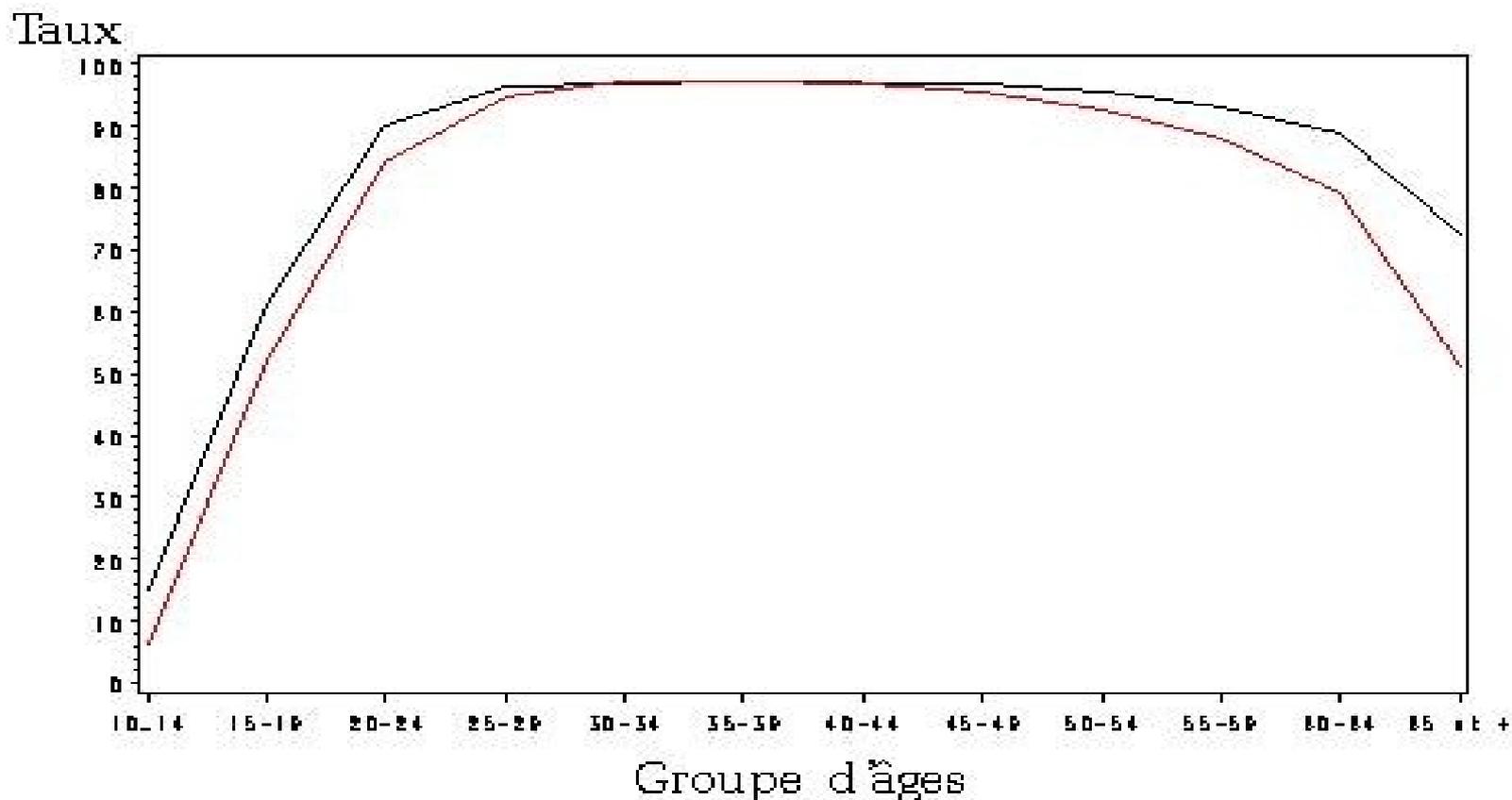
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Mexico, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Mexique — Hommes



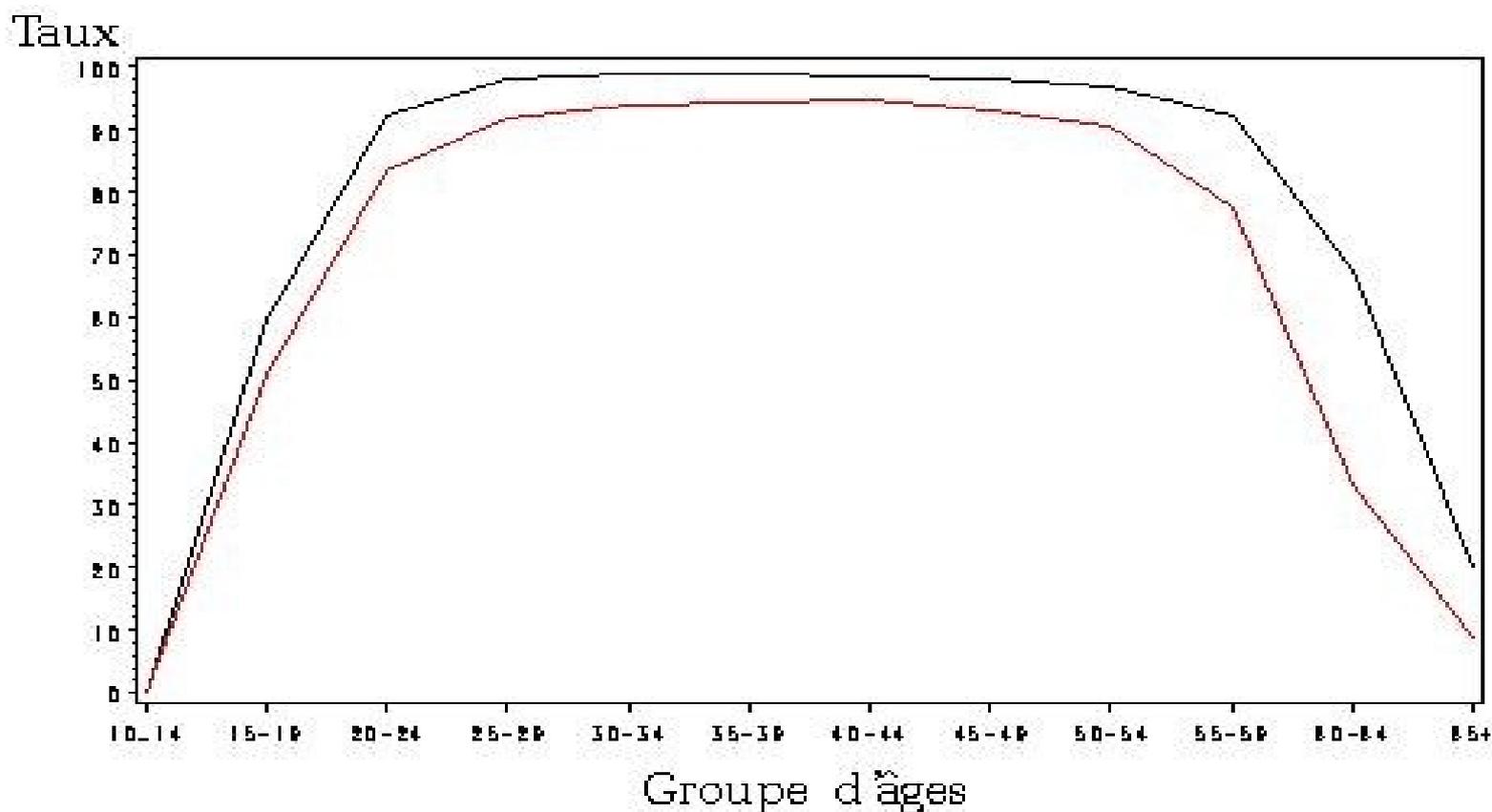
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: NZL, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Nouvelle Zélande — Hommes



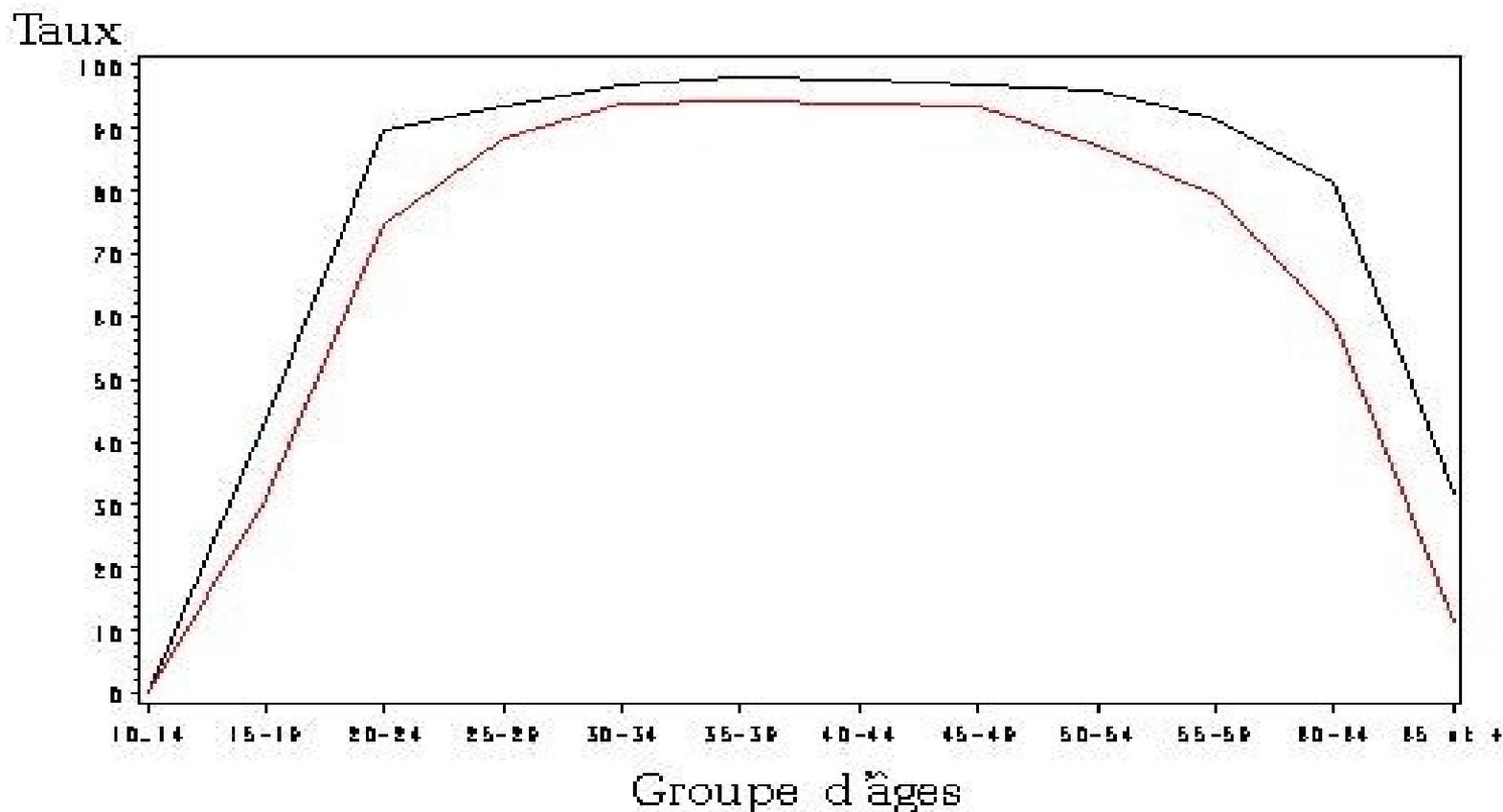
Source : Bureau international du travail (1997)

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Labour market participation rate by age: Norway, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Norvege — Hommes



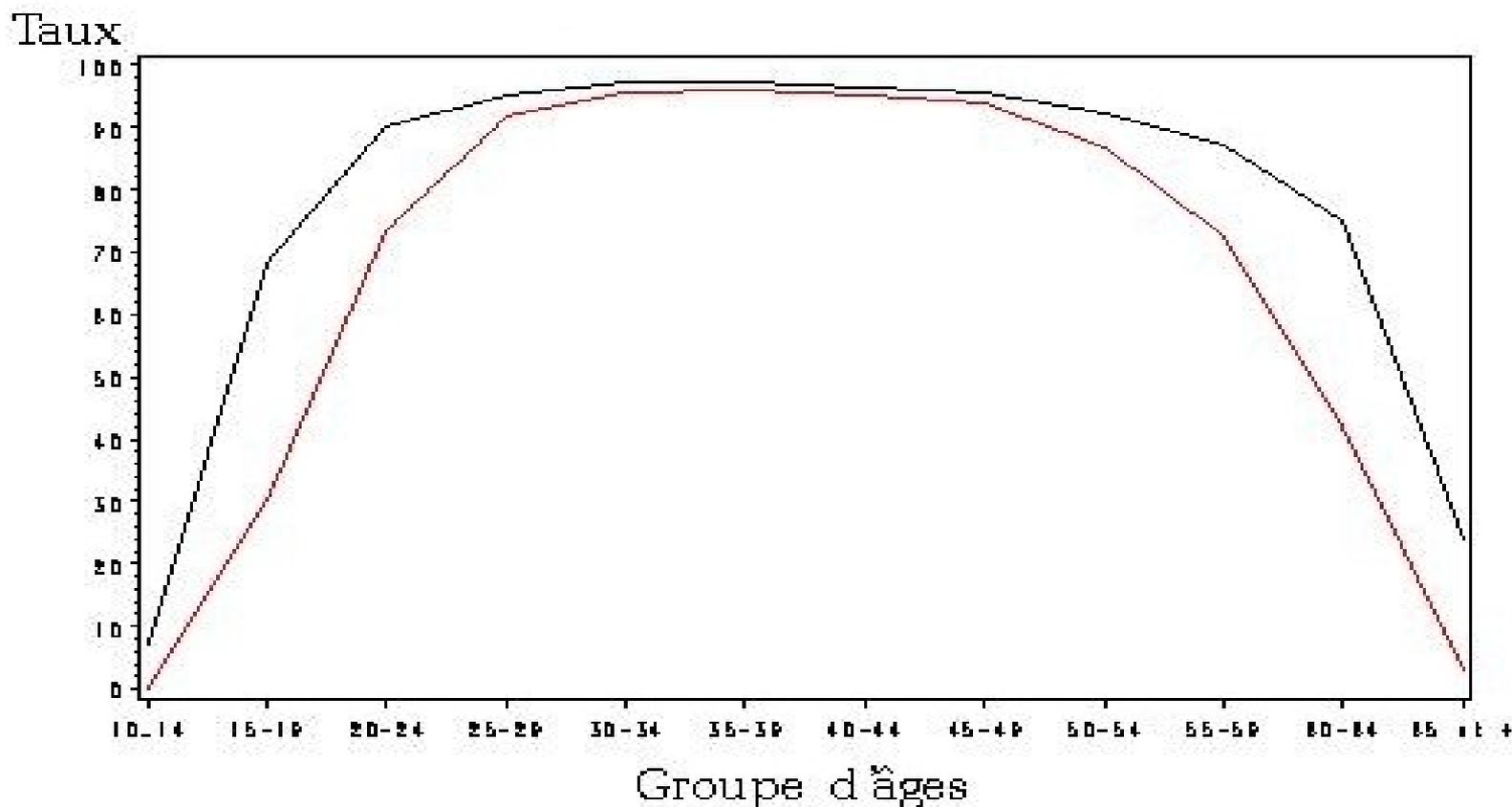
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Labour market participation rate by age: Spain, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Espagne — Hommes



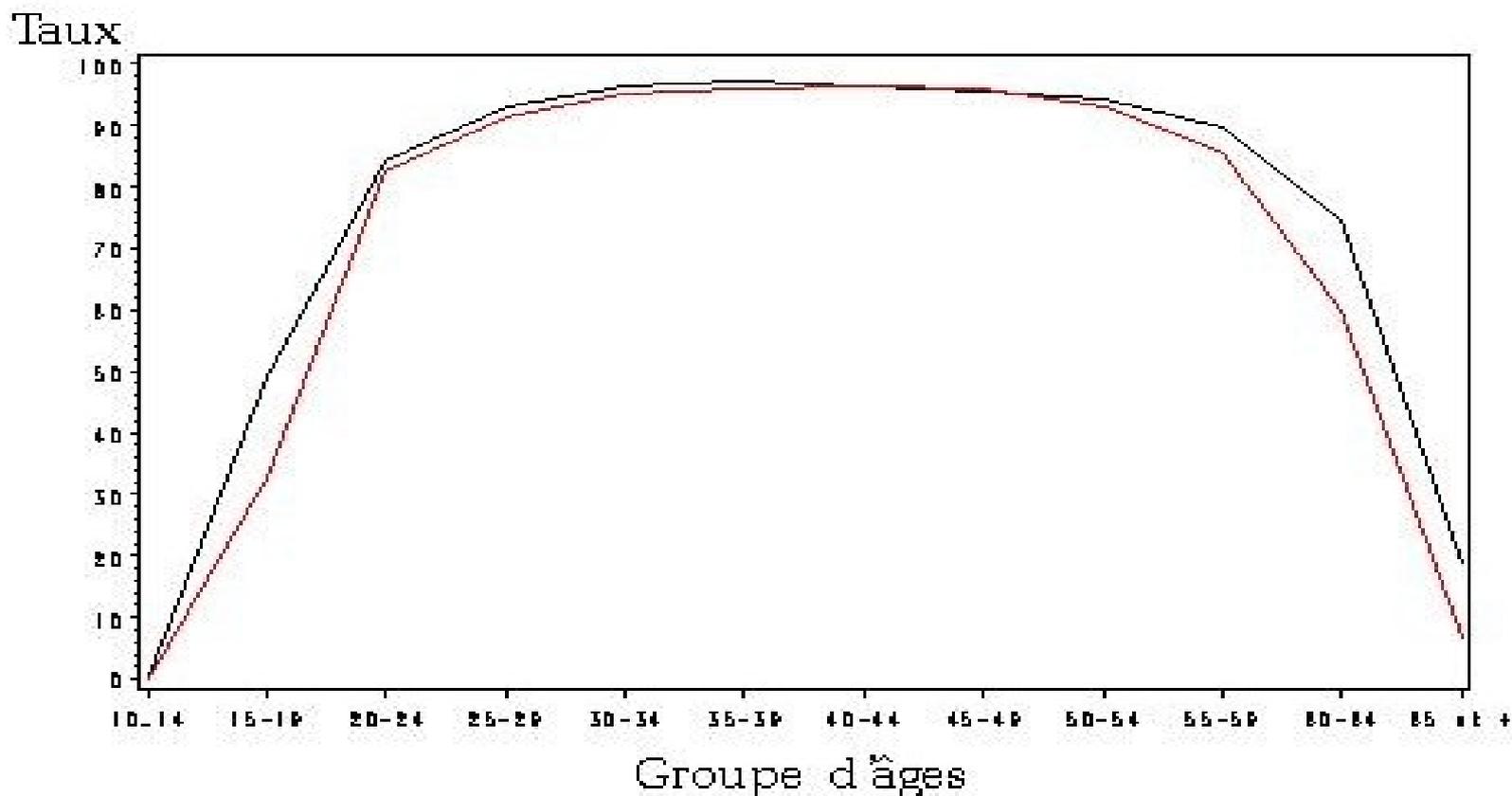
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Labour market participation rate by age: Sweden, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Suede - Hommes



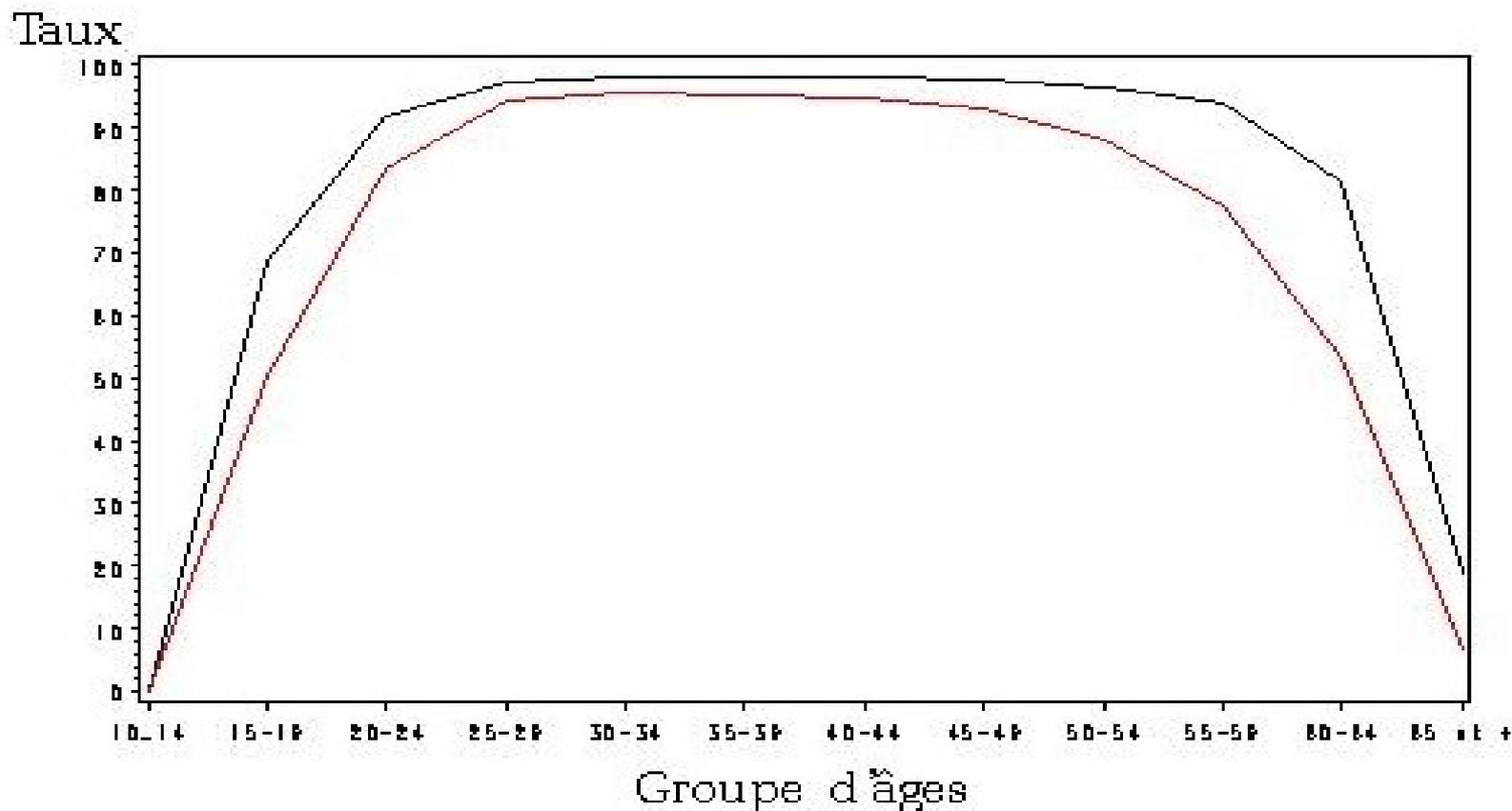
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Labour market participation rate by age: UK, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Royaume-Uni - Hommes



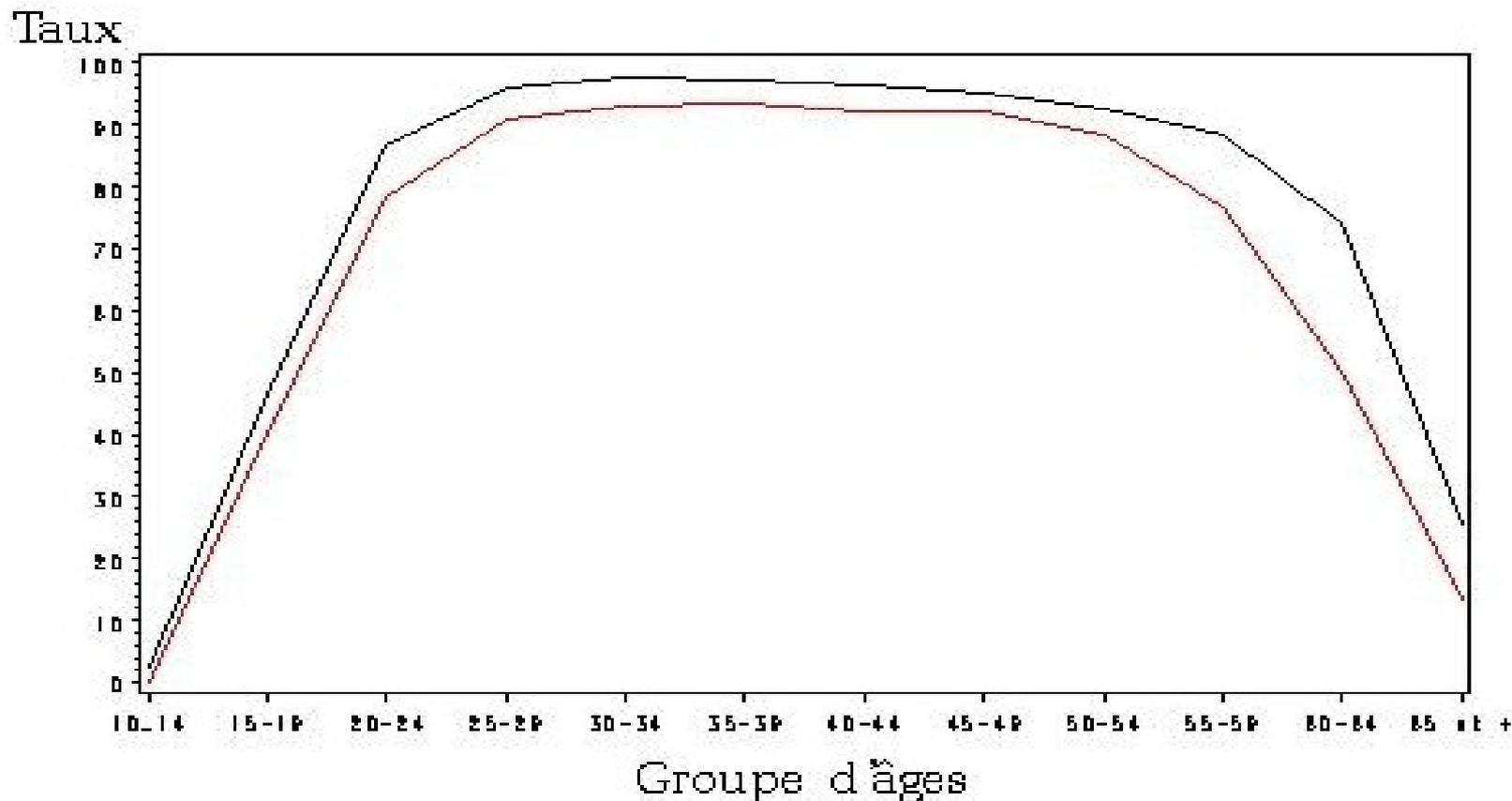
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: US, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Etats-Unis — Hommes



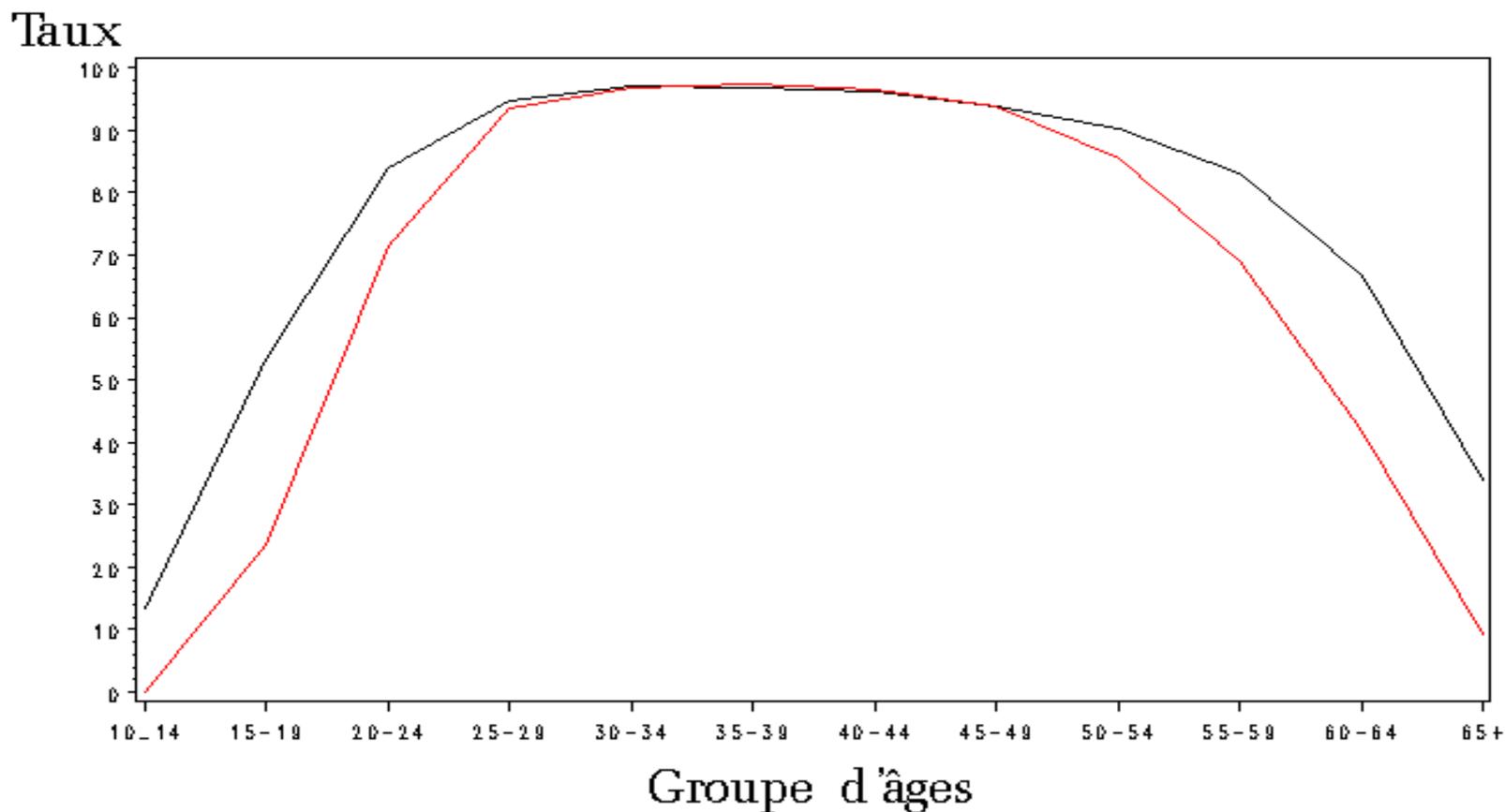
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Greece, Male

Taux d'activité par âge en 1970 et 2000 (rouge)

Greece — Hommes



Source : Bureau international du travail (1997)

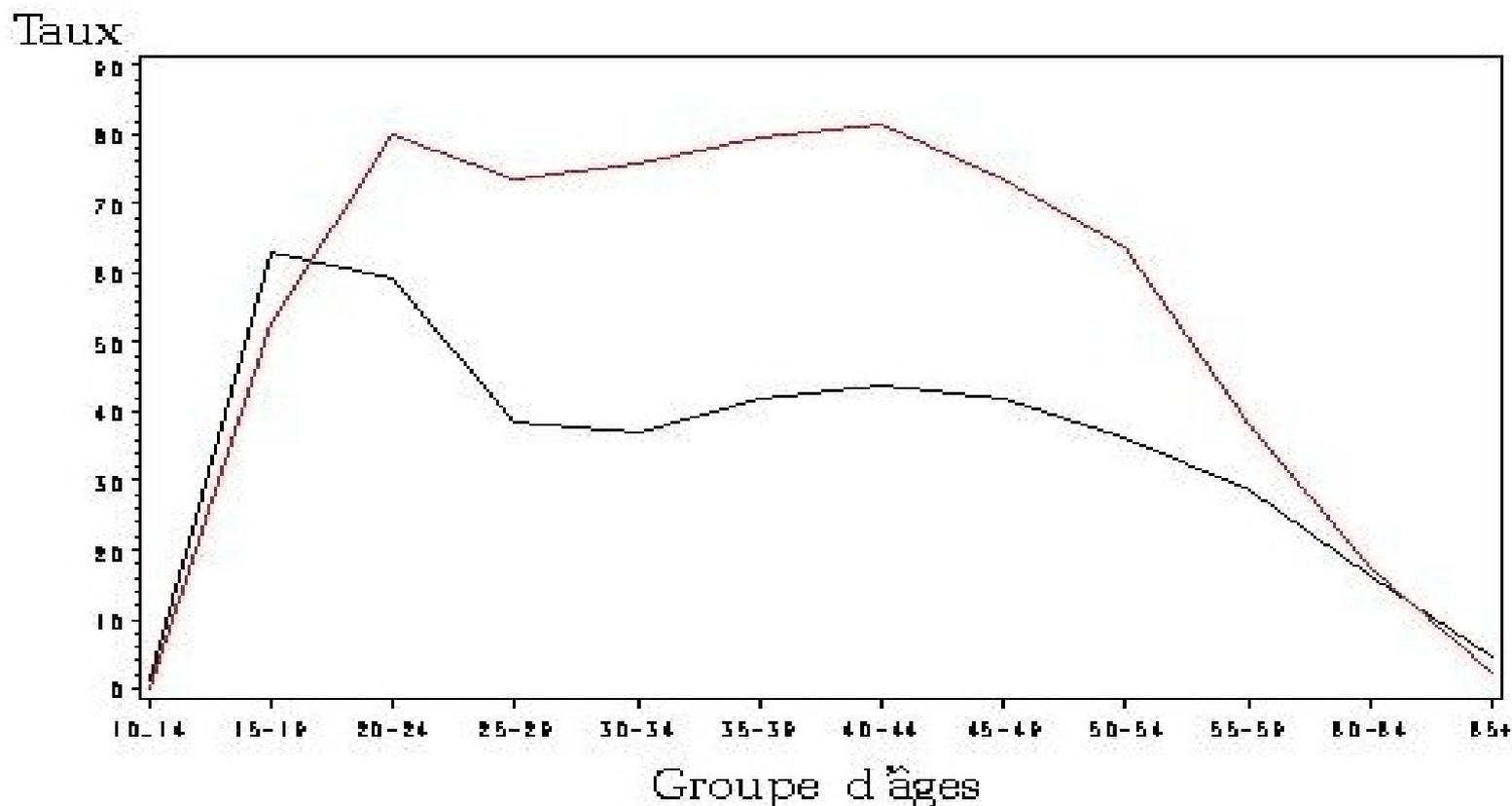
Traitement : Patrick Werquin

Female population

Labour market participation rate by age: Australia, female

Taux d'activité par âge en 1970 et 2000 (rouge)

Australie — Femmes



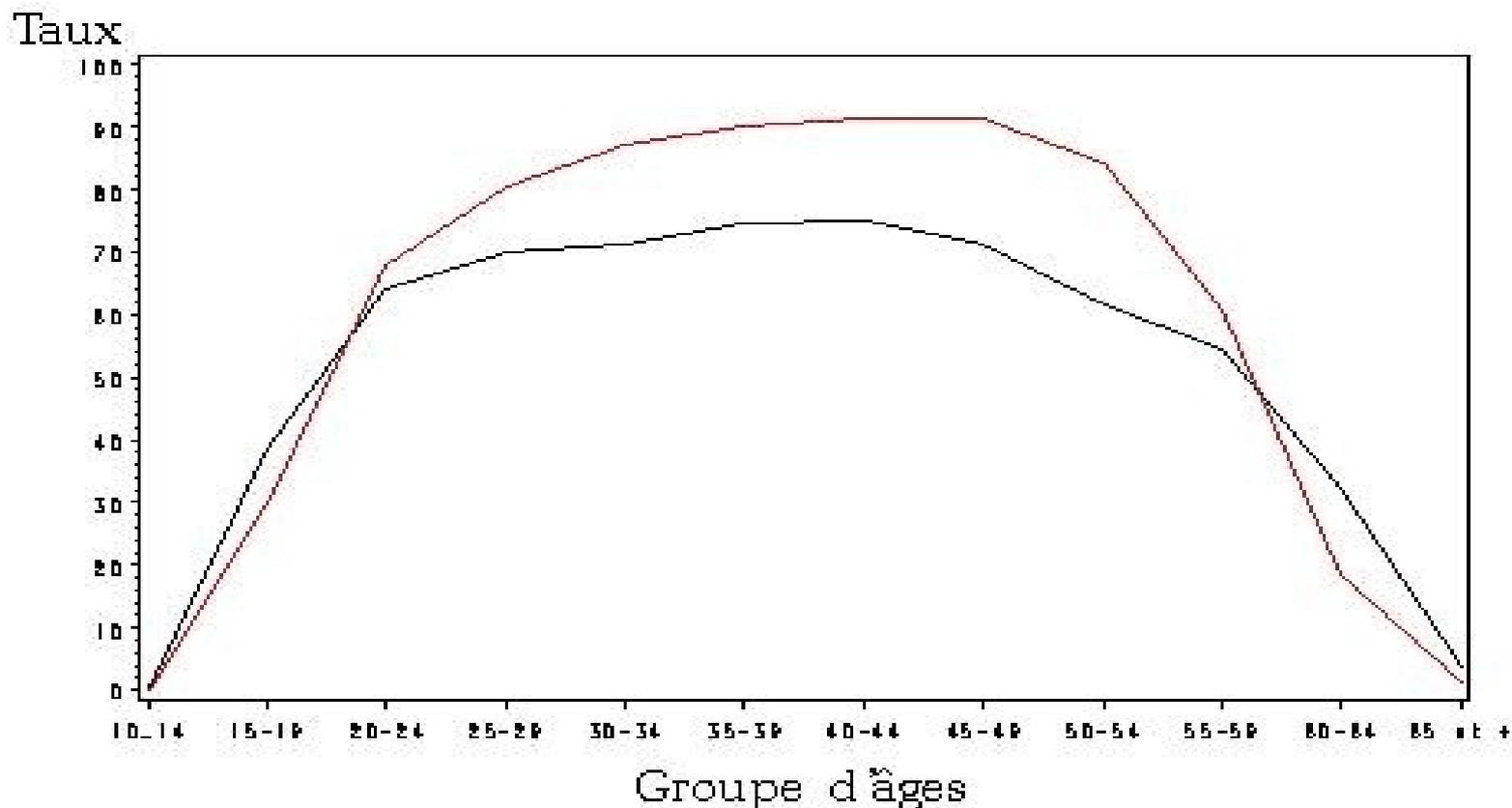
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Finland, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Finlande — Femmes



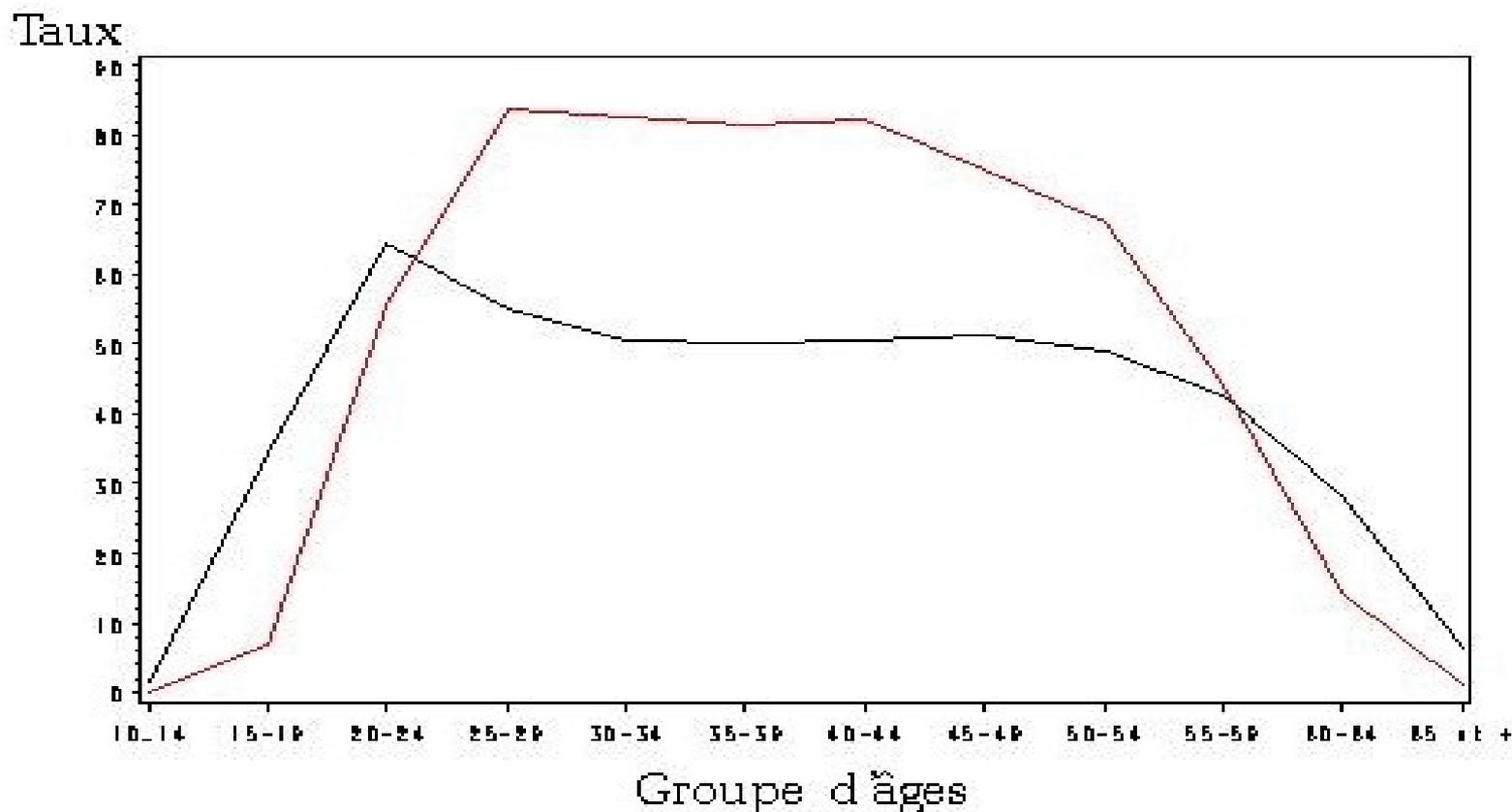
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: France, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

France — Femmes



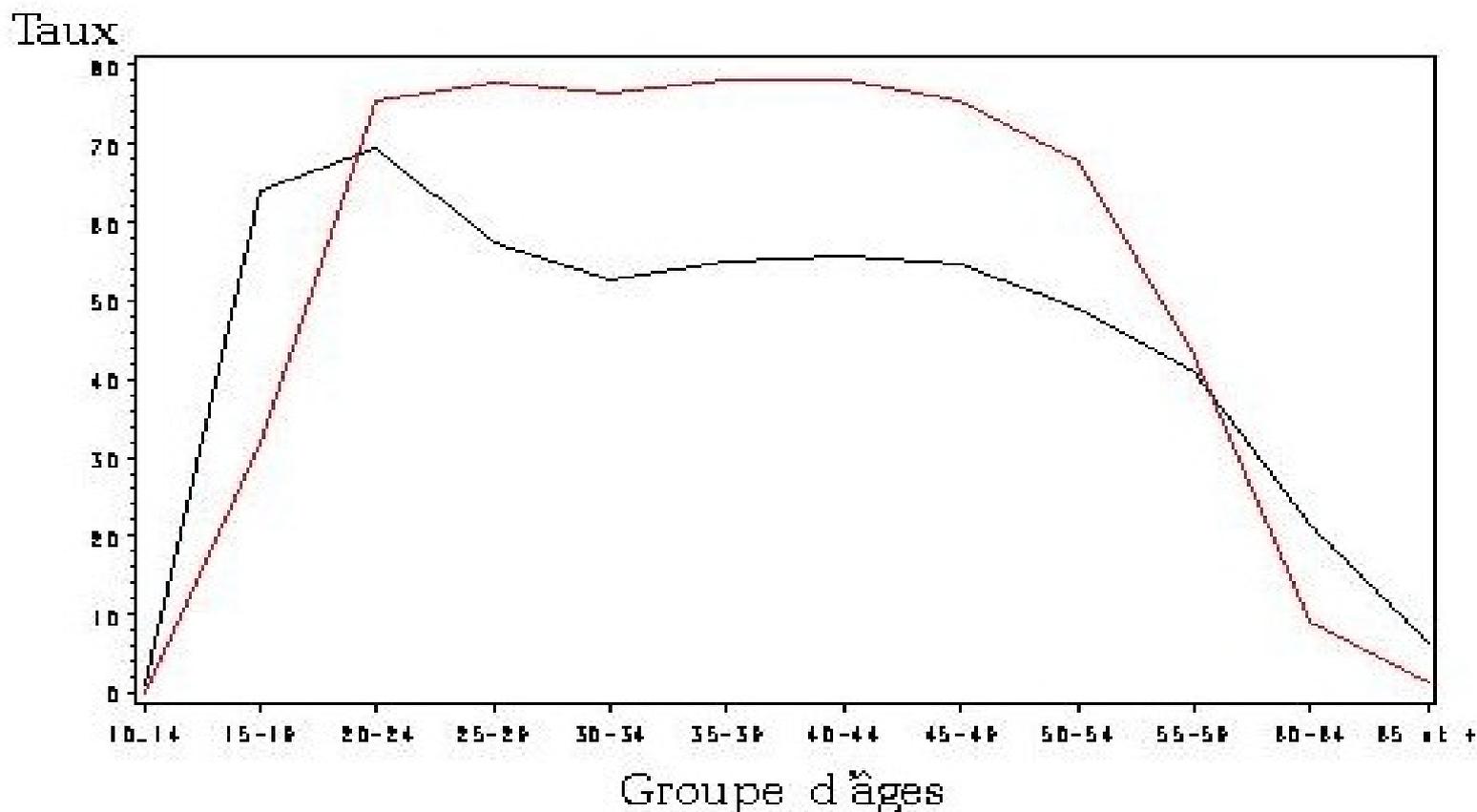
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Germany, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Allemagne — Femmes



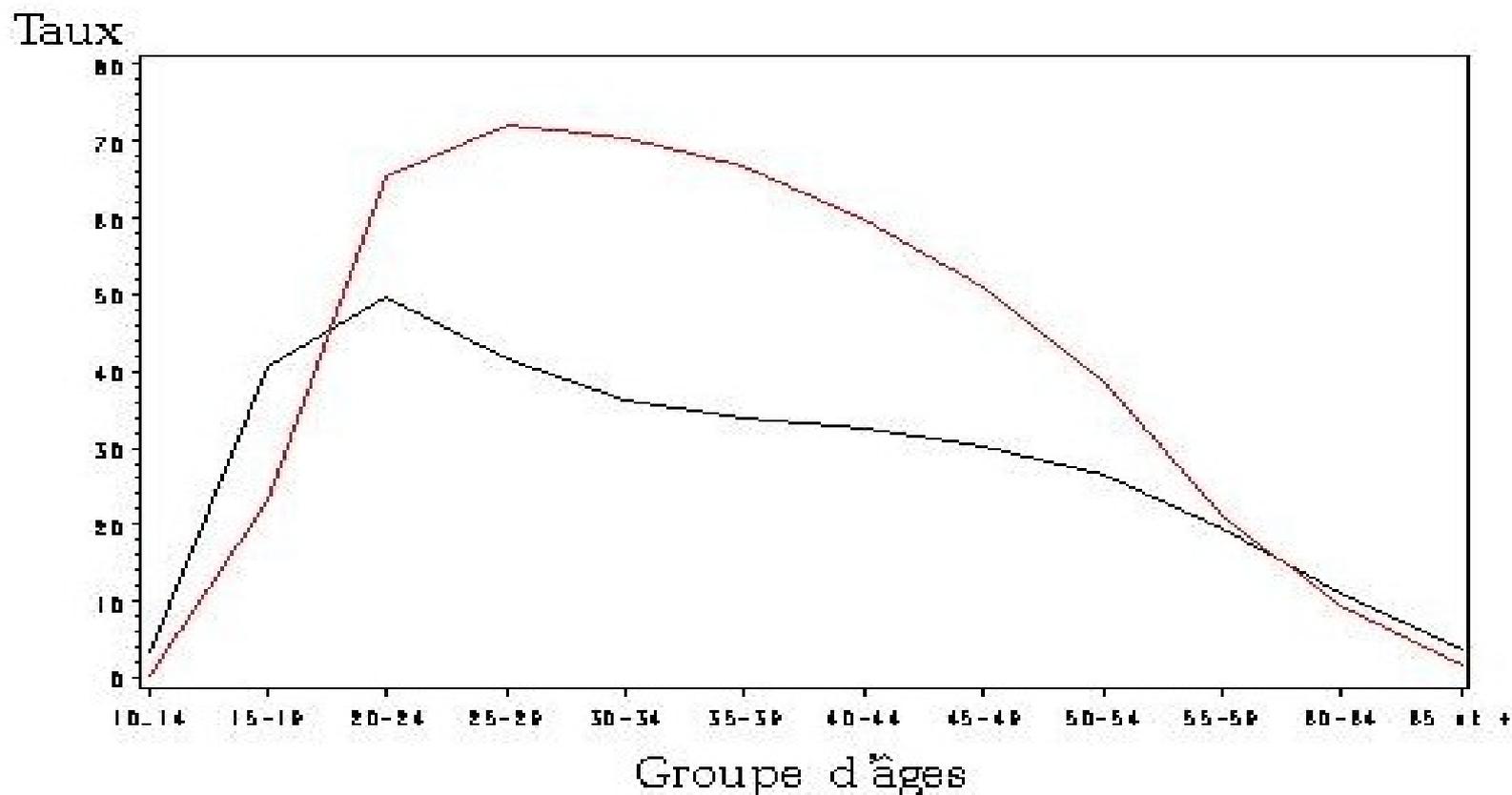
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Labour market participation rate by age: Italy, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Italie — Femmes



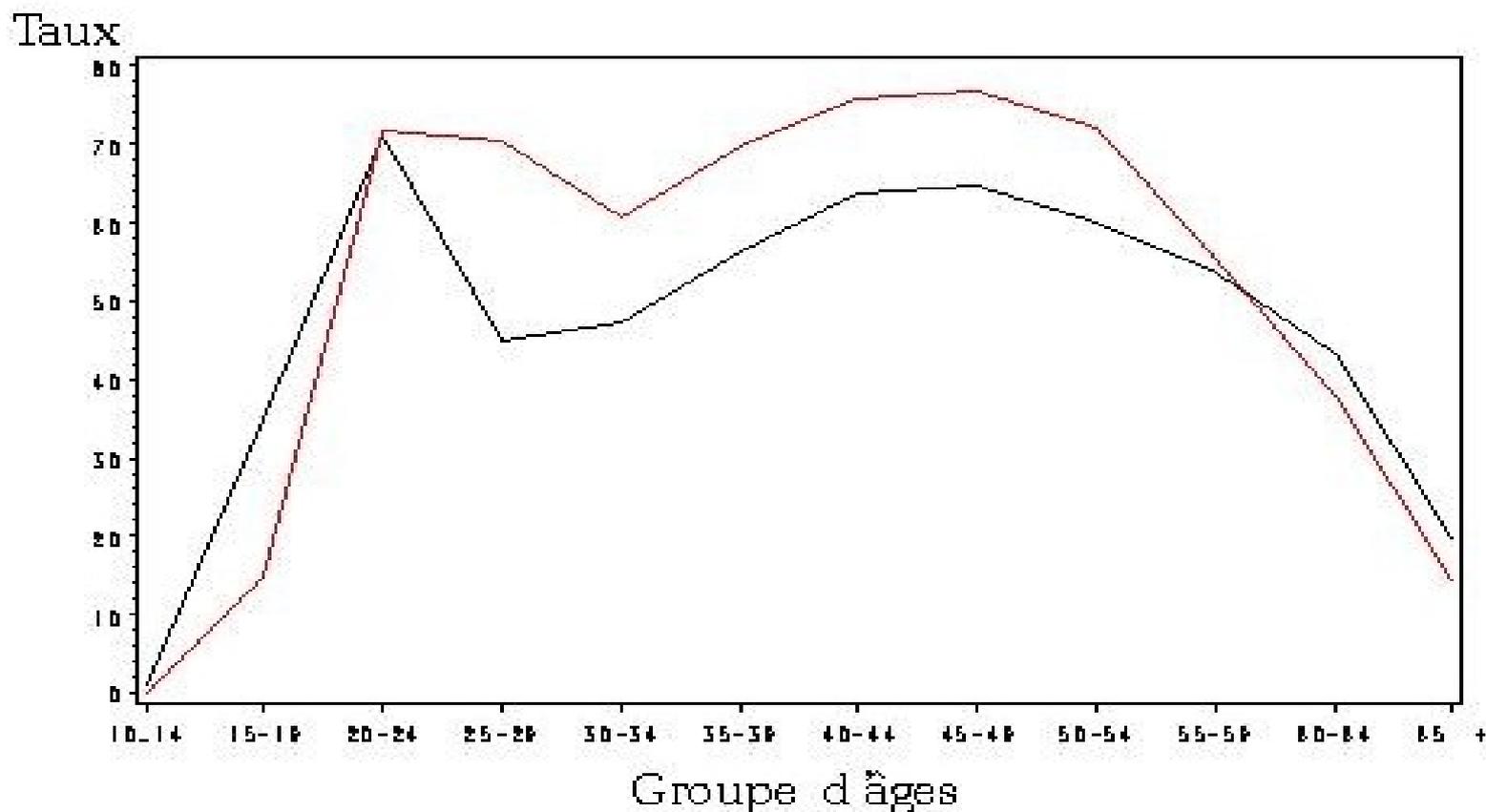
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Labour market participation rate by age: Japan, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Japon — Femmes



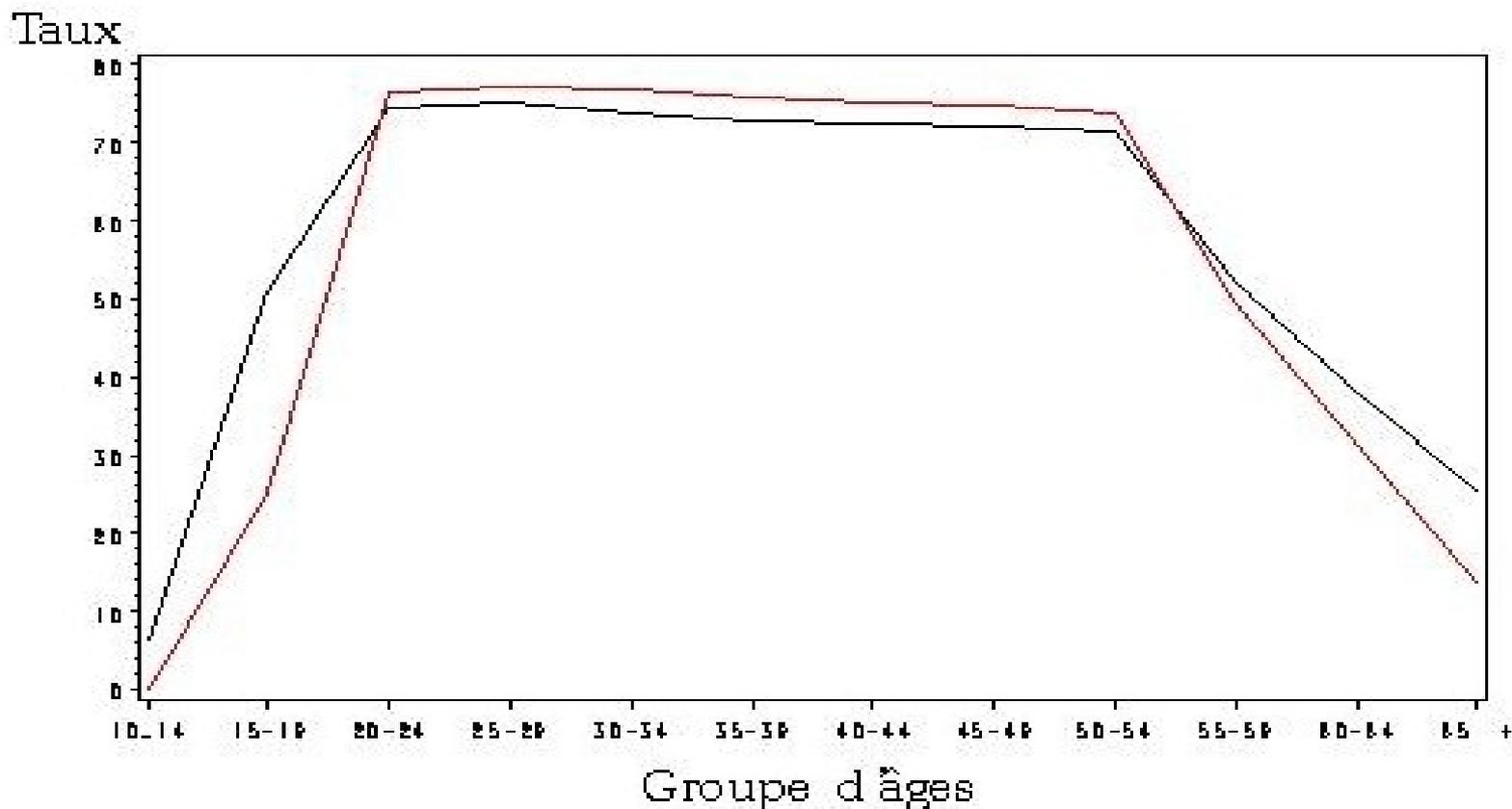
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Korea, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Corée — Femmes



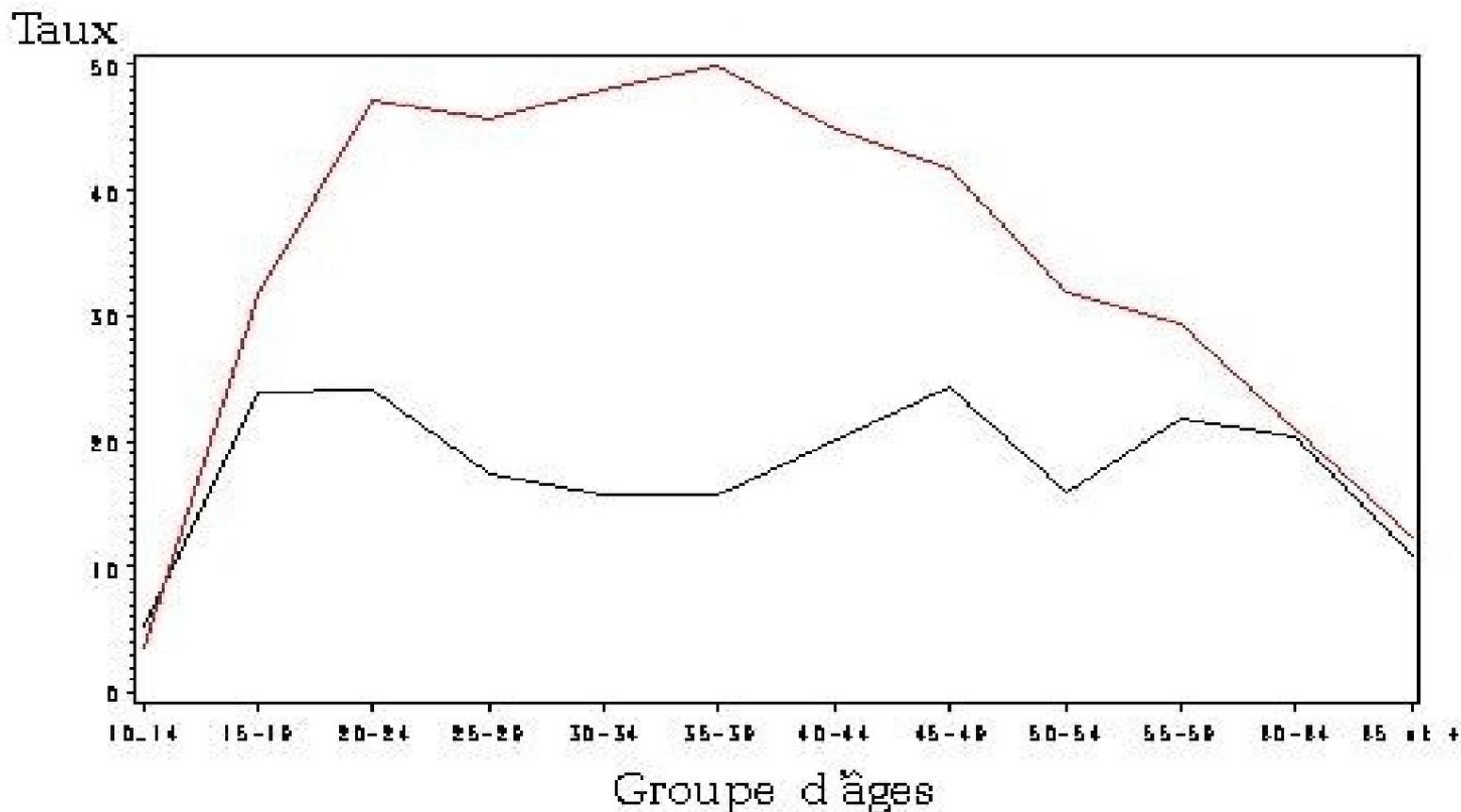
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Mexico, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Mexique — Femmes



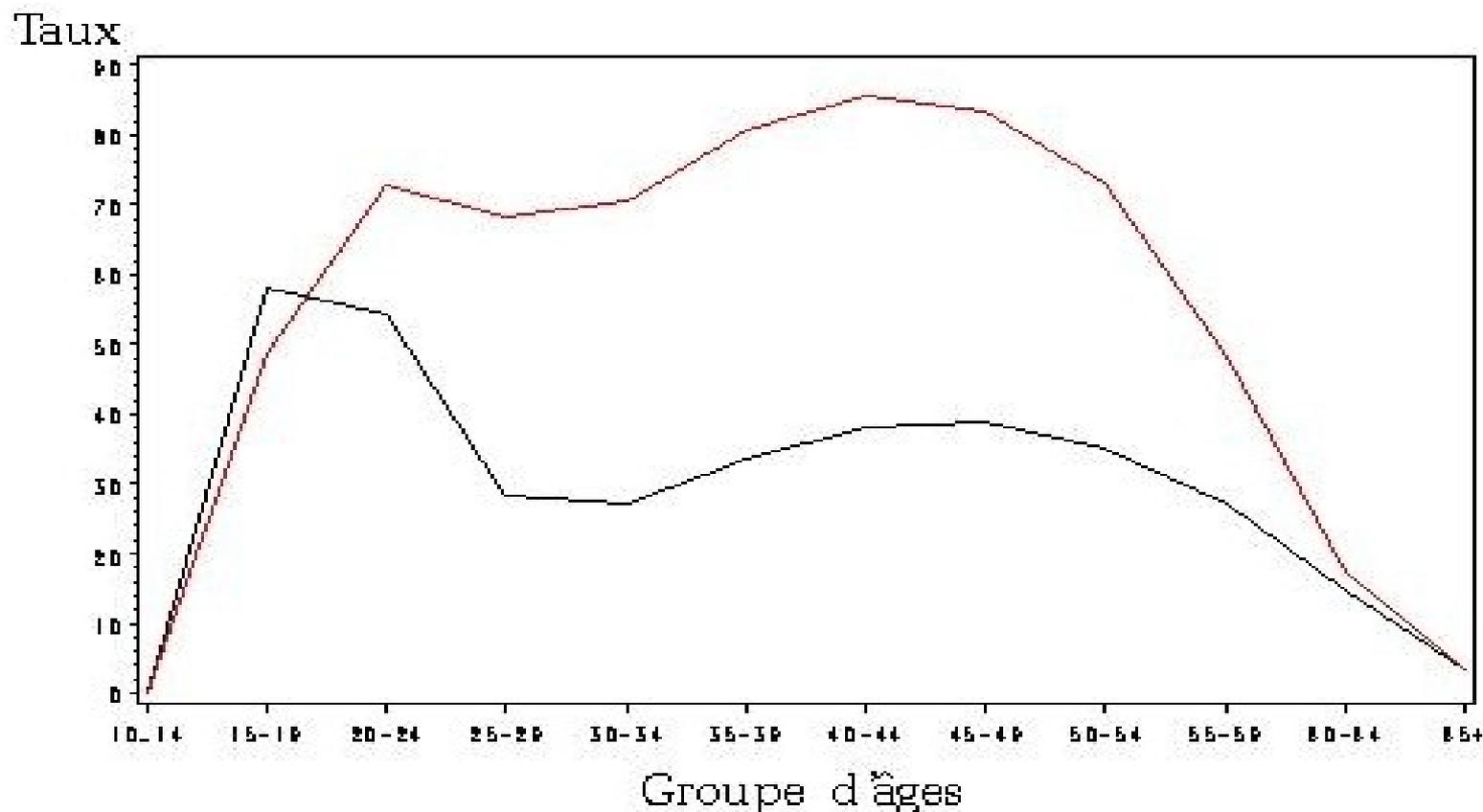
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Labour market participation rate by age: NZL, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Nouvelle Zélande — Femmes



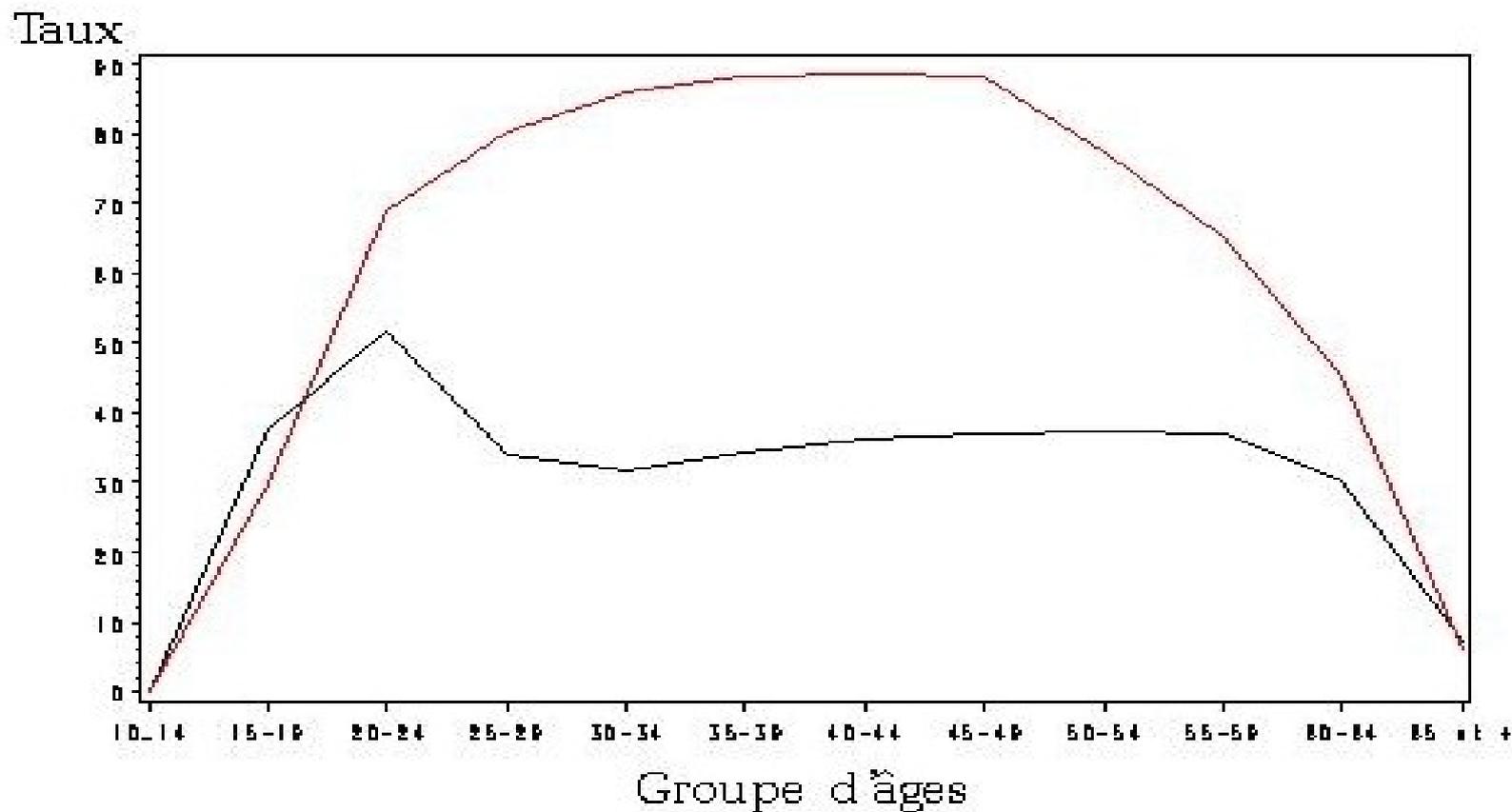
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Norway, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Norvege — Femmes



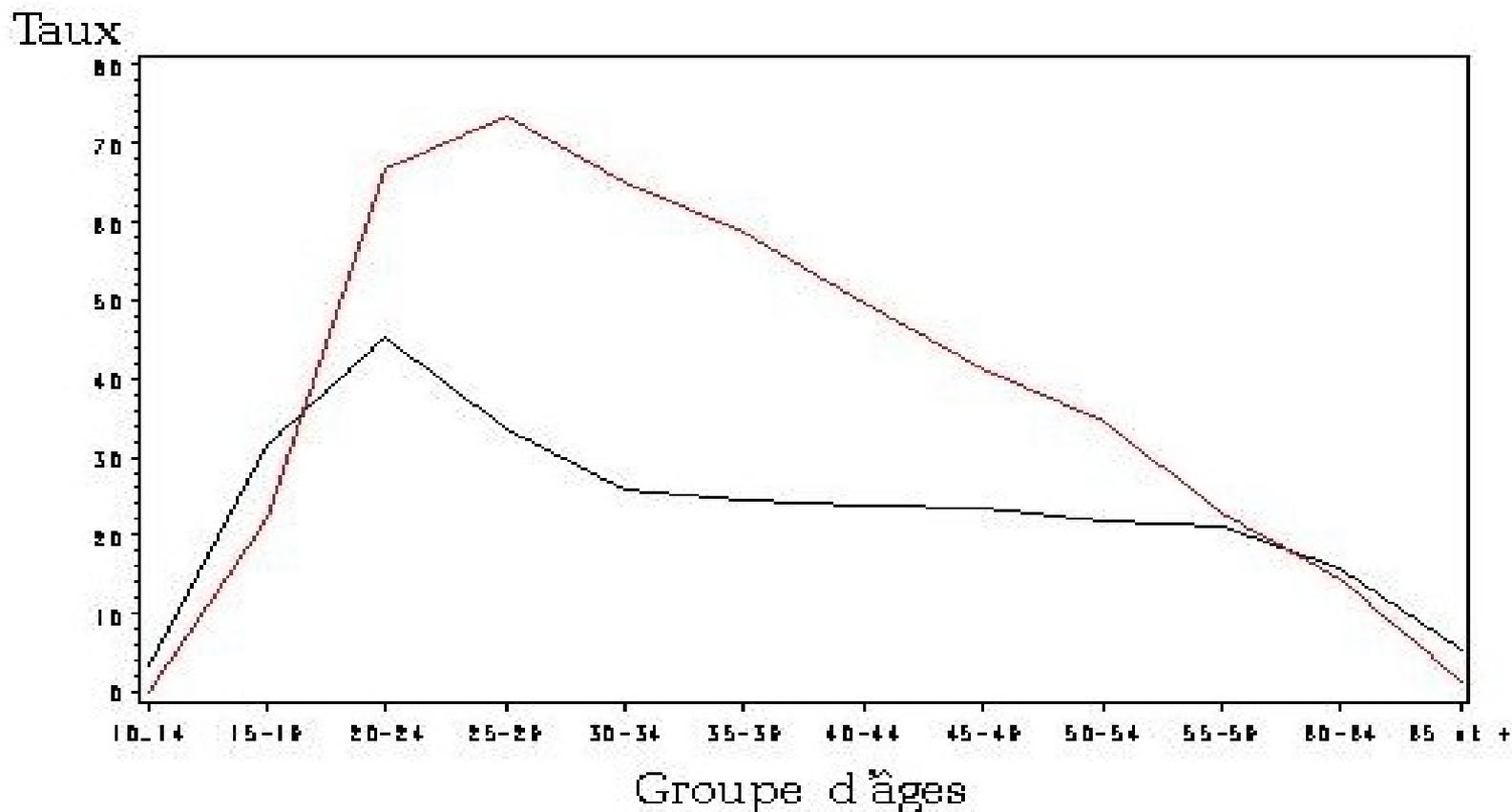
Source : Bureau international du travail (1997)

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Labour market participation rate by age: Spain, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Espagne — Femmes



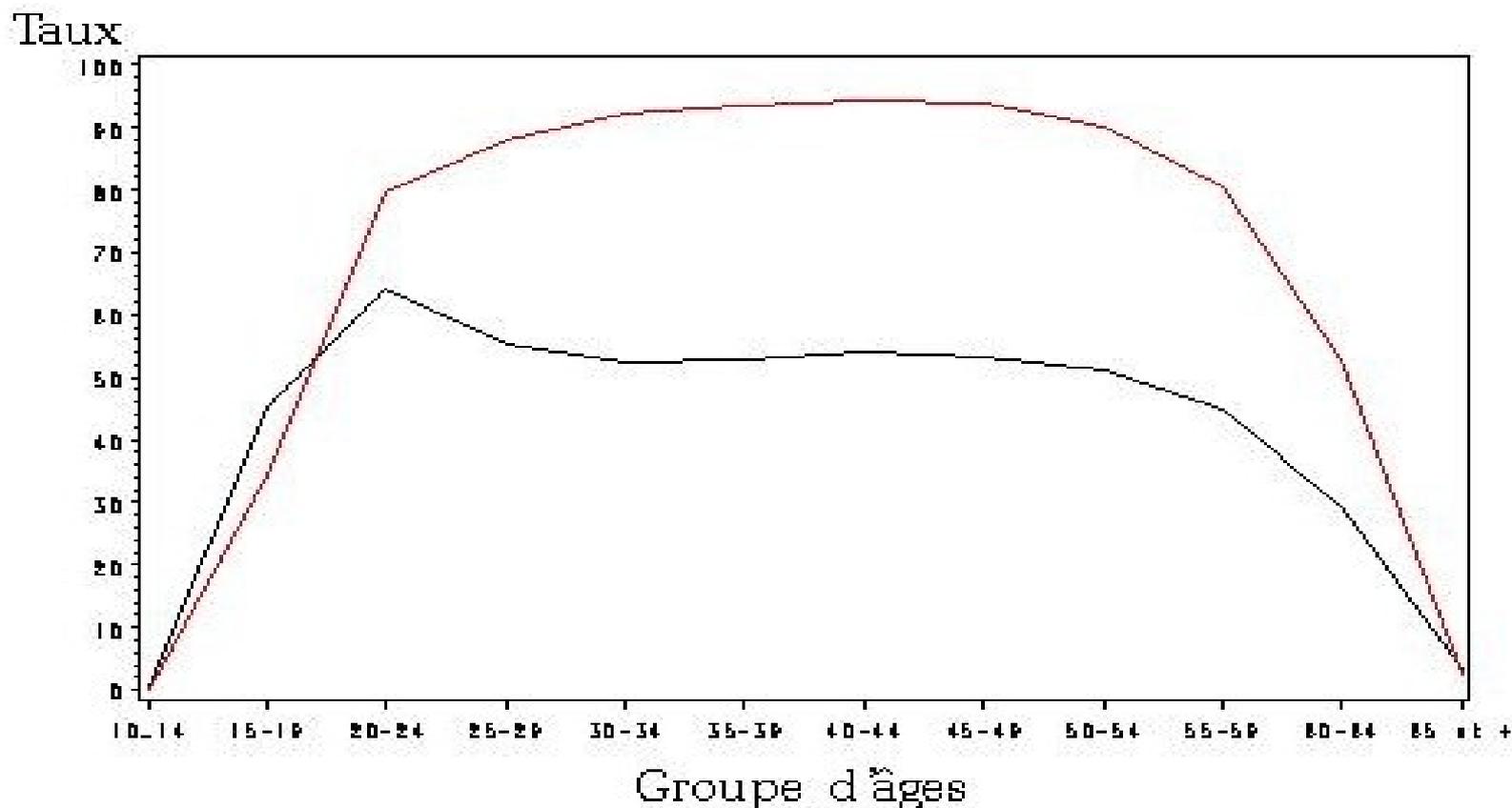
Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

Labour market participation rate by age: Sweden, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Suede - Femmes



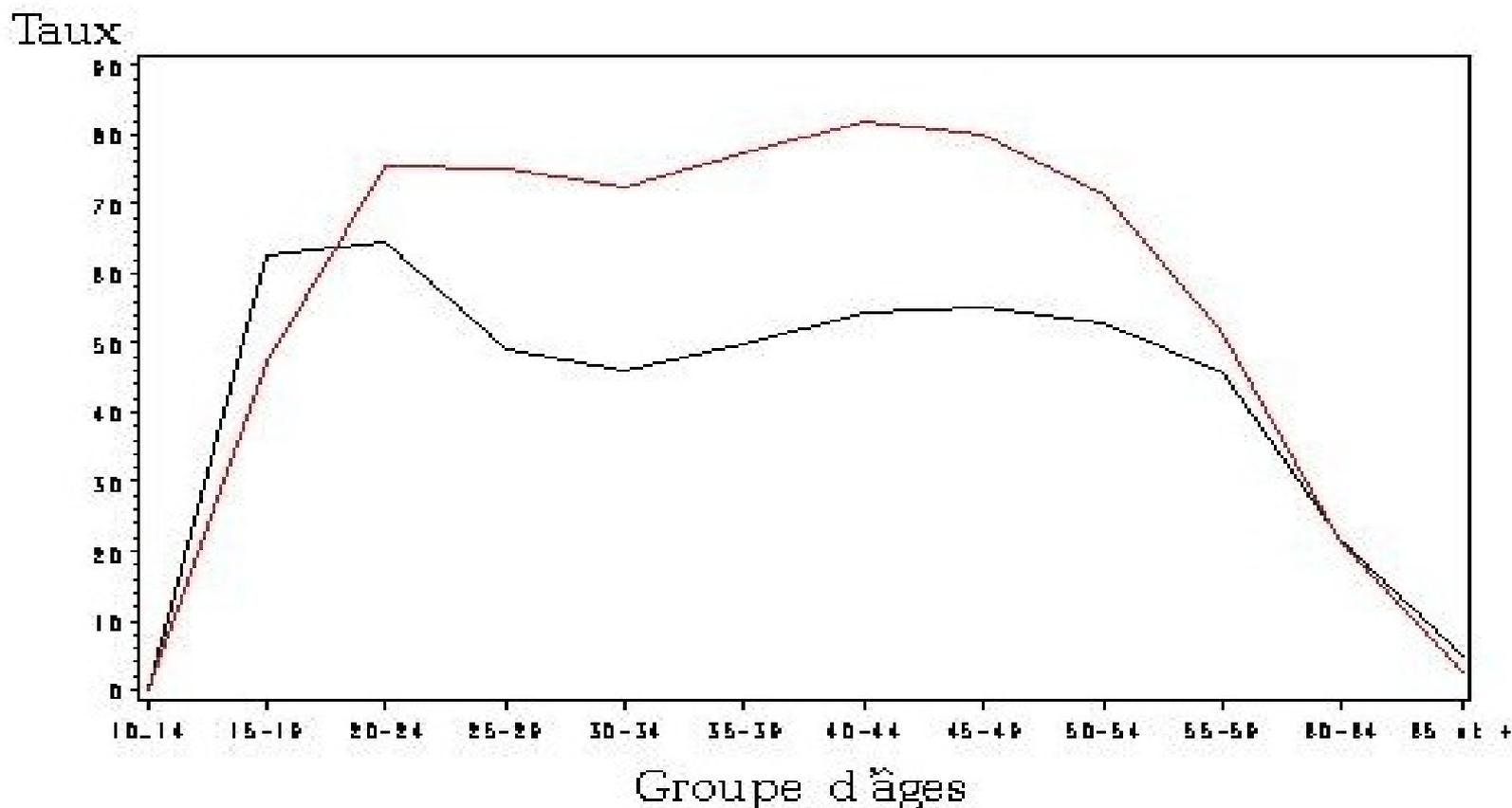
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Labour market participation rate by age: UK, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Royaume-Uni — Femmes



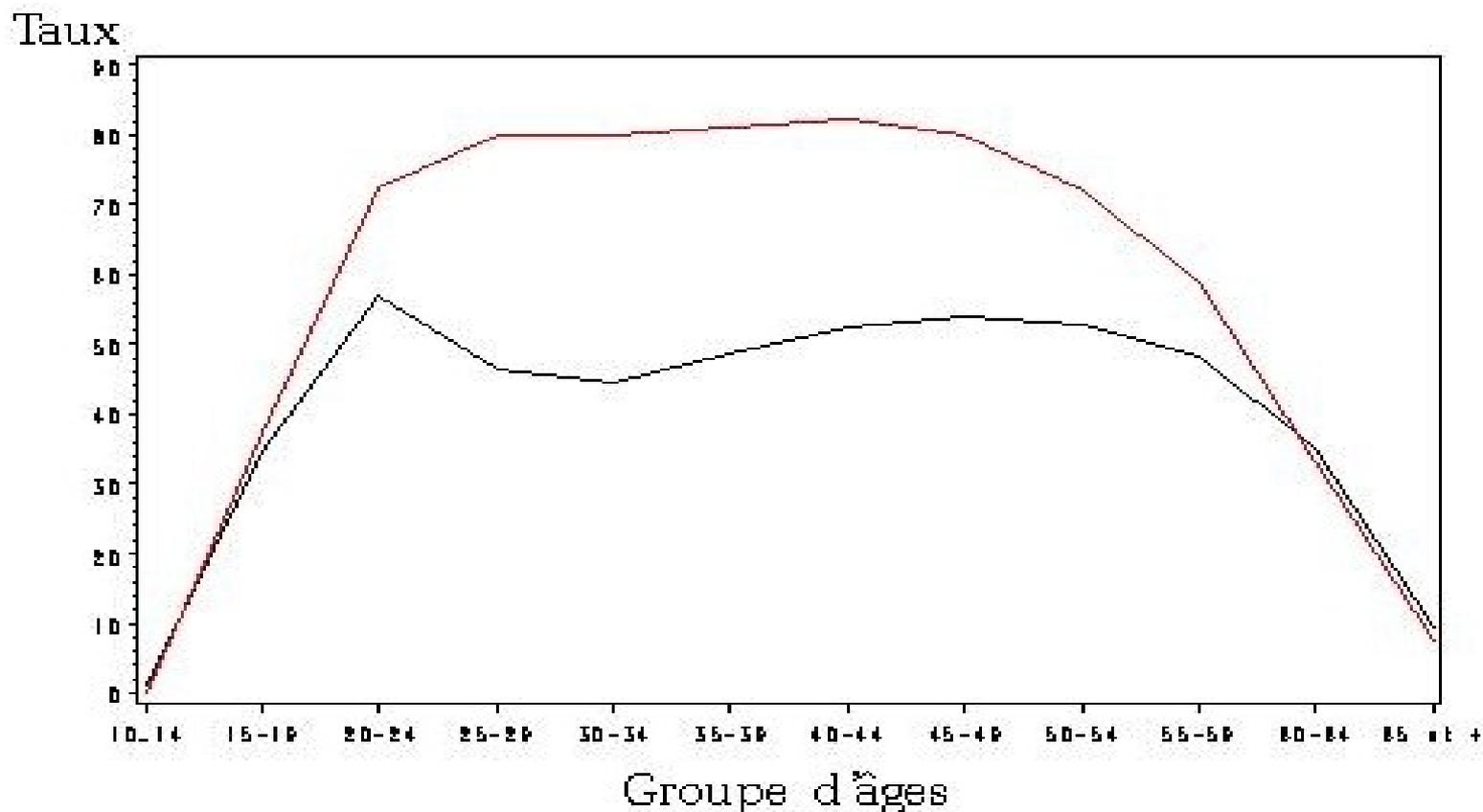
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Labour market participation rate by age: US, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

Etats-Unis - Femmes



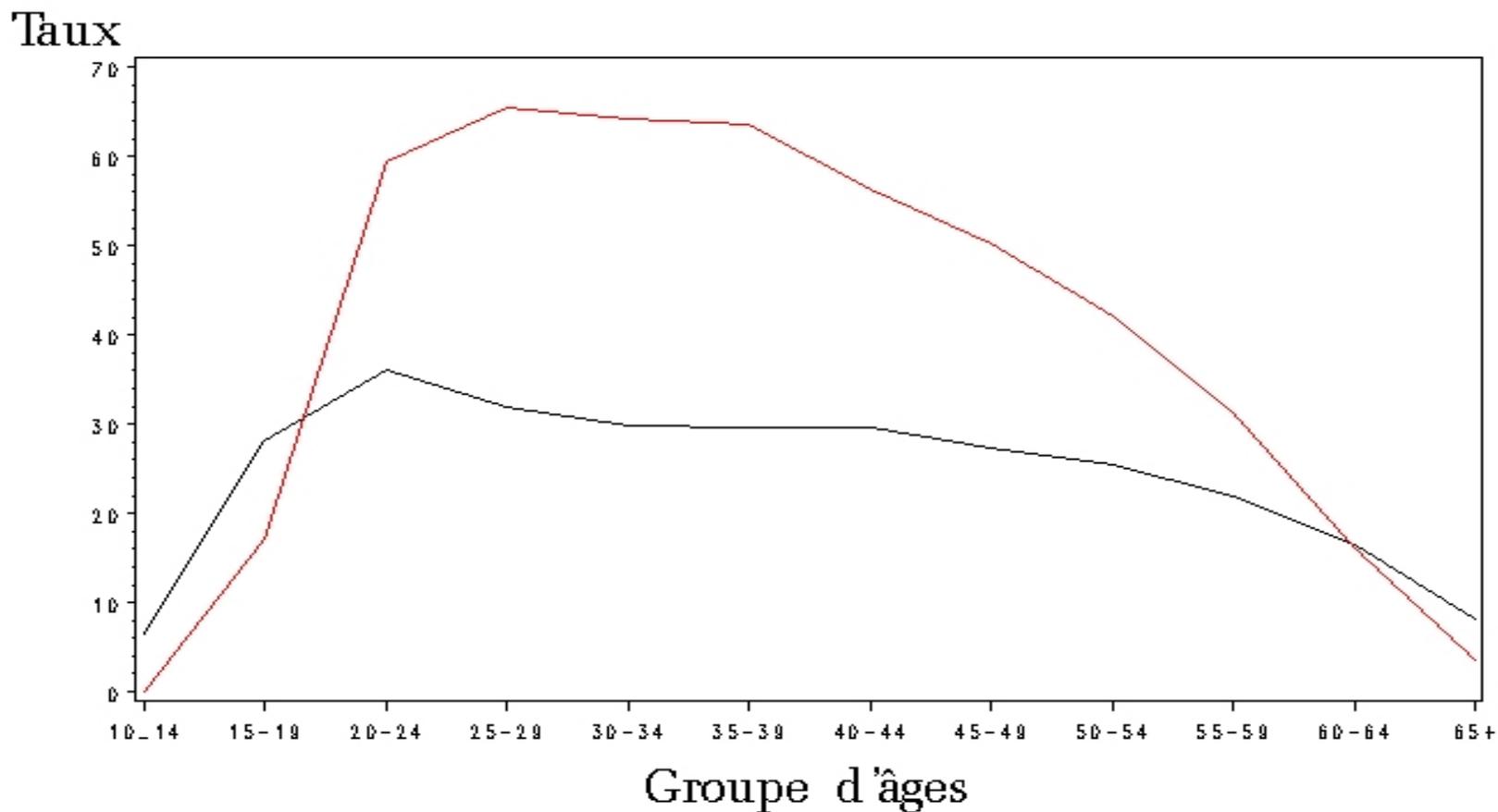
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Labour market participation rate by age: Greece, Female

Taux d'activité par âge en 1970 et 2000 (rouge)

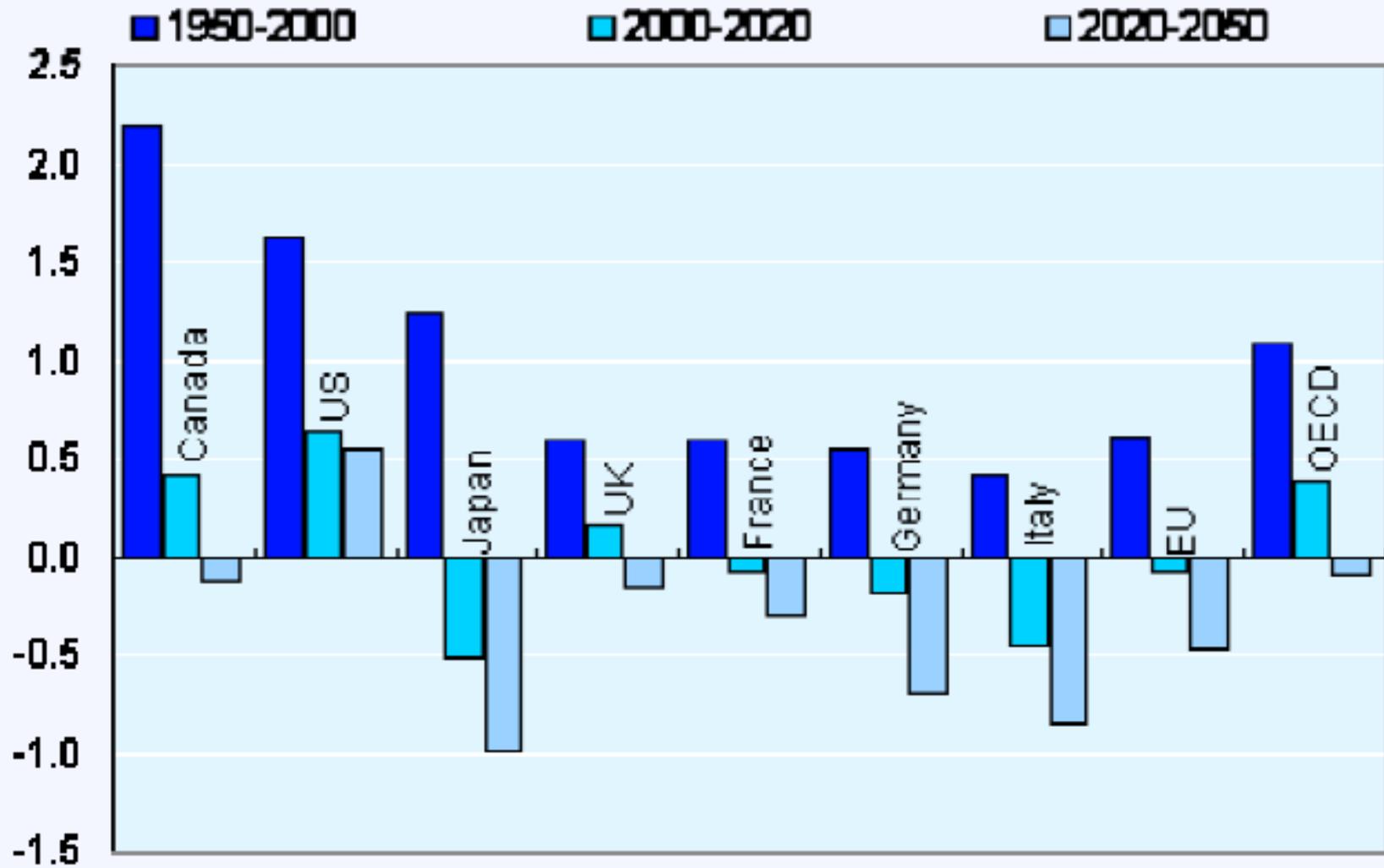
Greece — Femmes



Source : Bureau international du travail (1997)

Traitement : Patrick Werquin

The size of the labour force will grow little or even fall in some G7 countries



Impact of ageing on education

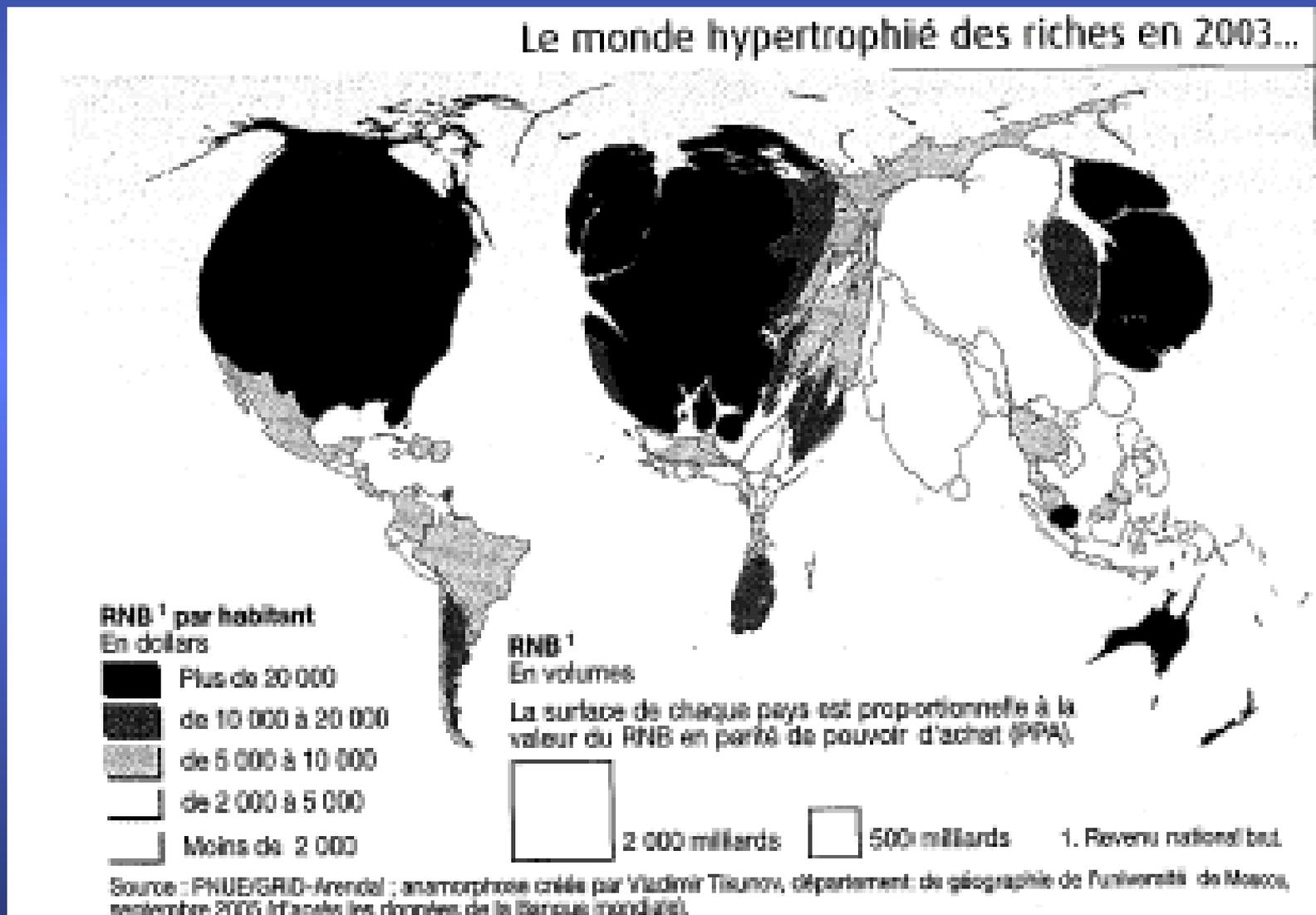
- less skills coming from young people because less young people
- need for skilling, reskilling and upskilling of the adult population
- need to give basic competencies (literacy) to new comers
- evidence that increasing average level impact more on economic growth than focussing on high level individuals
- need to make all skills visible: qualifications system as a policy tool – (e.g. 1) NEET, 2) women, 3) retirees,4) immigrants)

Agenda for today

- Demographic change in the labour market
- Economic developments in developed countries
- The importance of information and guidance in career development
- A possible way forward

2003:

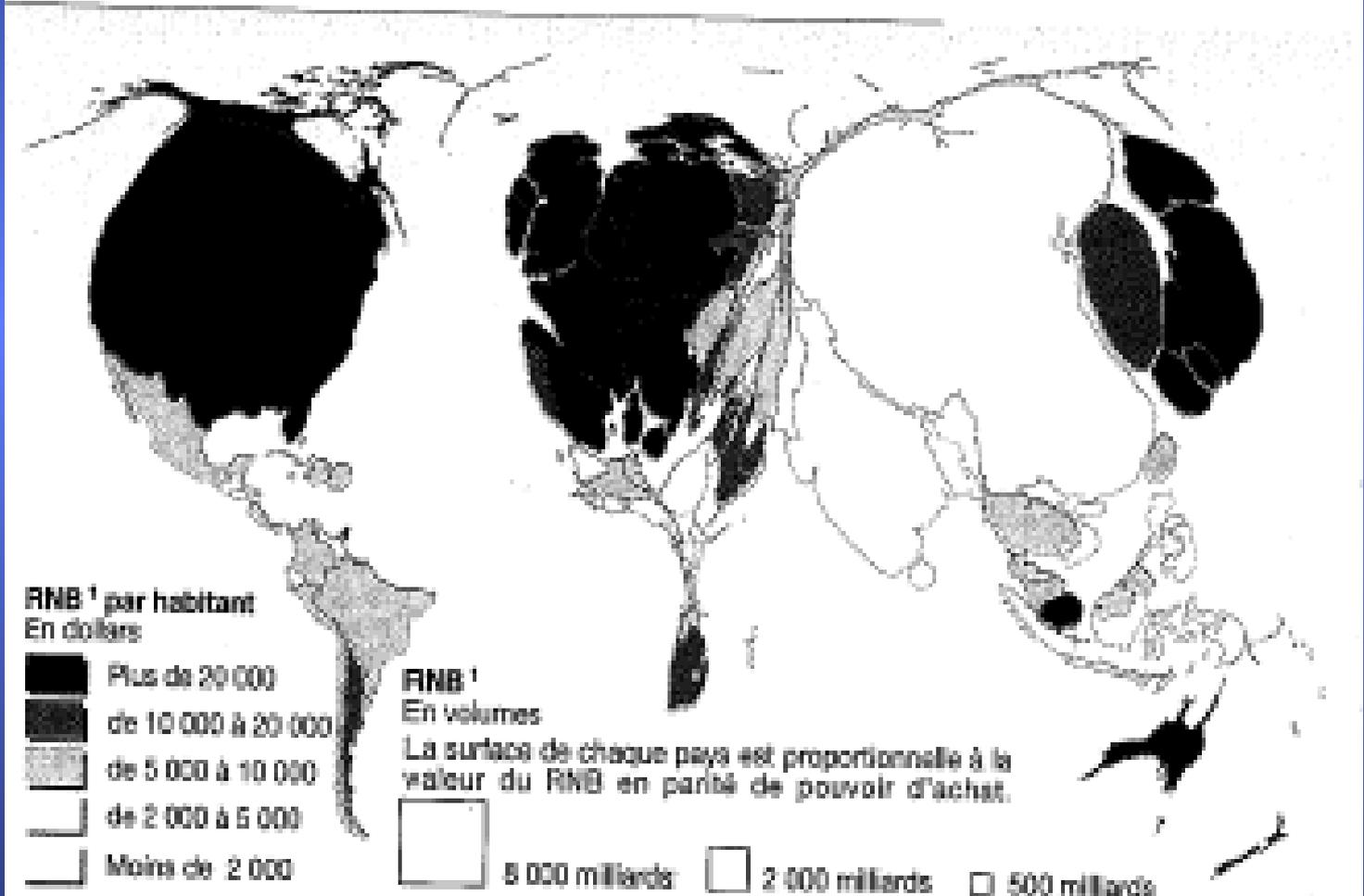
Map by GDP per capita and parity of purchasing power



Projection for 2020...

- * Developed countries
- * Emerging economies (e.g. China, India, Taiwan, Thailand, Malaysia)
- * Africa (esp. sub-Sahara)

... et ce qu'il sera en 2020



Source : PNUF/GRID-Arendal ; cartographie créée par Vladimir Titoune, département de géographie de l'université de Moscou, septembre 2005 (d'après les données de la Banque mondiale).

1. Revenu national brut.

Implications:

- * At the global level – international inequity
- * At a national level – domestic inequity

Economic growth spurred by globalisation and competitiveness may result in increasing domestic income disparities

Questions:

The rich gets richer, the poor gets poorer?
Any role of career development and lifelong learning for all?

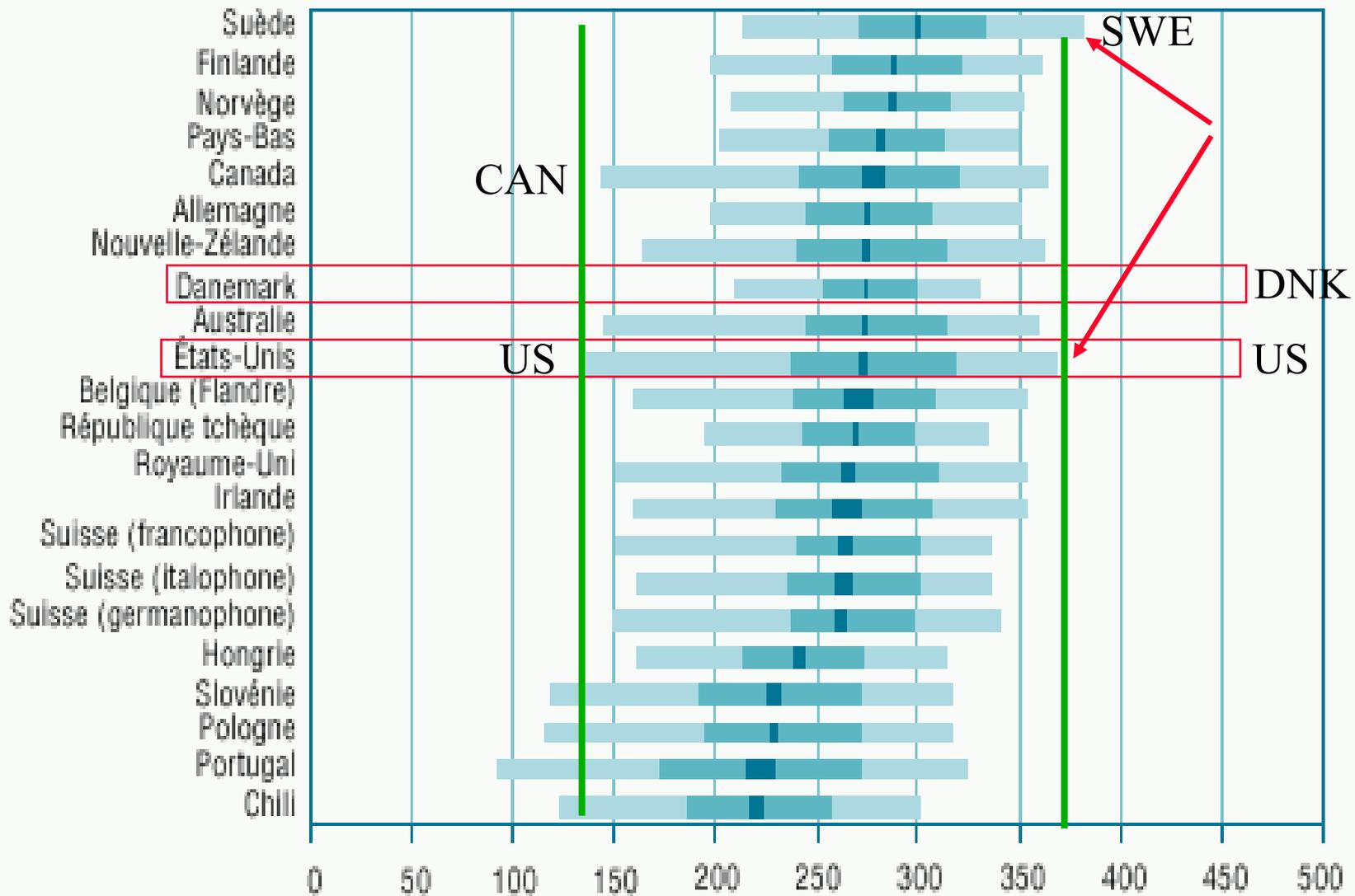
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The importance of information and guidance in career development

- OECD activity: Adult learning thematic review
- OECD activity: National Qualification Systems in Promoting Lifelong Learning
- OECD activity: Career Guidance
- International Adult Literacy Survey/ Adult Basic Education

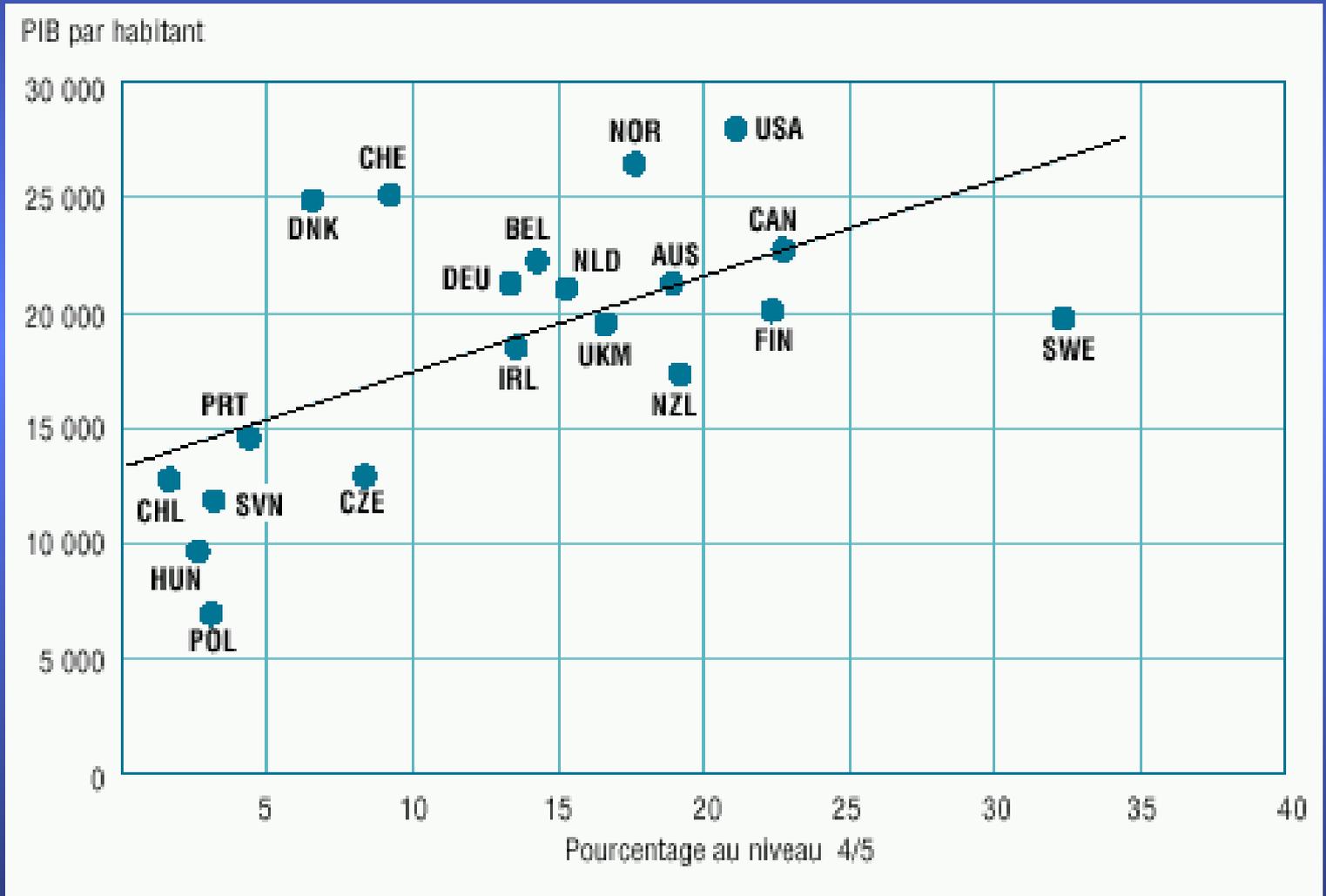
Literacy level – mean and centiles



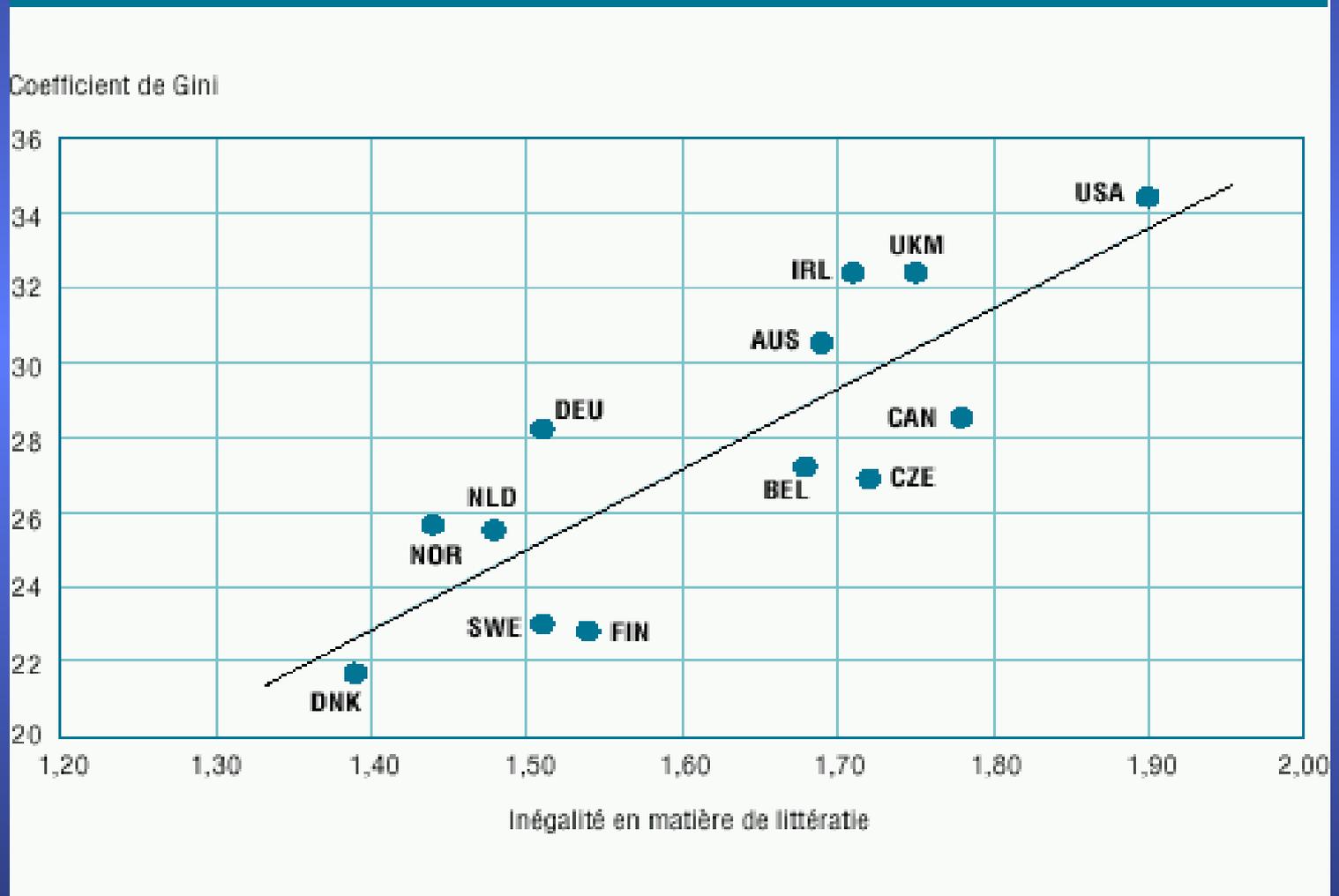
GDP per capita and literacy (Level 1 et 2 - ex. : PROSE)



GDP per capita and literacy (Level 4 et 5 - ex. : PROSE)



Economic inequality and literacy (ex. : PROSE)



Challenges and Good Practices

- lack of funding
- lack of continuity
- 2 kinds of needs
- inappropriate outreach strategies (written)

- one stop service
- integrated into a shop
- words of mouth

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A possible way forward

New OECD Activity:

Recognition of non-formal and informal learning

- NEET
- Women
- Working adults
- Retirees
- Immigrants (highly skilled, low skilled)

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