





5. SELF-SUFFICIENCY INDICATORS

1. Employment
2. Unemployment
3. Childcare
4. Student performance
5. Not in employment, education or training
6. Age of labour force exit
7. Spending on education

Definition and measurement

A person is employed if working for pay, profit or family gain for at least one hour per week, even if temporarily absent from work because of illness, holidays or industrial disputes. The data from labour force surveys of OECD countries rely on this work definition during a survey reference week. The basic indicator for employment is the proportion of the working-age population aged 15-64 who are employed. These employment rates are presented by age, gender, educational attainment and migrant status.

This section also presents data on the incidence of part-time as a percentage of total employment. Part-time employment is defined as people who usually work less than 30 hours per week in their main job. The data include only persons answering questions about their usual hours of work. The OECD data on employment are gathered through national labour force surveys.

Employment rates among the working-age population have increased in most OECD countries since the mid-1990s. In many OECD countries, employment rates in 2007 were higher than during the 1980s (SS1.1). The increase in employment rates since 1995 has exceeded 5 percentage points in Australia, Belgium, Canada, Finland, Greece, Iceland, Italy and the Netherlands, and even 10 points in Ireland and Spain. Conversely, employment rates are 1 to 3 points lower than in the mid-1990s in Czech Republic and Poland, and more than 5 points lower in Turkey. Cross-country differences in employment rates remain substantial. Employment rates exceed 70% or more in fourteen countries including Australia, Canada, Netherlands, Sweden, the United Kingdom and the United States and fall below 60% in Hungary, Italy, Poland and Turkey (Table SS1.3).

The young and the elderly are much less likely to be employed than prime age workers (SS1.2, Table SS1.3). This age pattern is found in all OECD

countries, reflecting the fact that many young people are in education, those youth who are active in the labour market have little accumulated job experience and many older people are moving into retirement, even before age 65.

Women are significantly less likely to be employed than men. Employment rates for women are 16 percentage points lower than those of men in 2007. Variability exists, but the basic pattern holds across all countries. In Greece, Italy, Mexico and Turkey, female employment rates are less than 50%, while they exceed 70% in Canada, Denmark, Iceland, Norway, Sweden and Switzerland. Male rates are more similar across countries. Countries where the differences between male and female employment rates are small include Finland and Sweden. Large gaps are found in Turkey and Mexico.

People with low education qualifications are much less likely to have jobs. This pattern is pronounced across the entire OECD and without a single country exception. For this reason OECD governments are extremely focused on education as a means of achieving self-sufficiency.

Migrants are slightly less likely to be employed than the native-born population. However the average OECD employment gap is small compared to the other dimensions examined in SS1.3. Migrants are actually more likely than natives to be in work in Hungary, Italy and Luxembourg (by 7 or more percentage points), but conversely much less likely to be employed in the Netherlands, Denmark and Poland (by 15 or more percentage points).

The recent financial crisis is likely to put downward pressure on employment rates in late 2008 and into 2009. The extent and duration of any decline is as yet unclear.

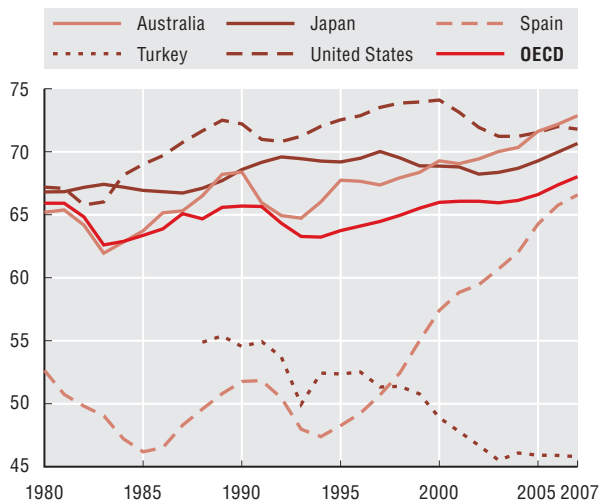
Figure notes

Figure SS1.2: Data are ranked in ascending order of female employment rates. Data for the low skilled, defined as those with less than an upper secondary education, is for 2006.

Table SS1.3: Note 1: 2006 by educational attainment. Note 2: 2006 for Canada, Iceland and the United States.

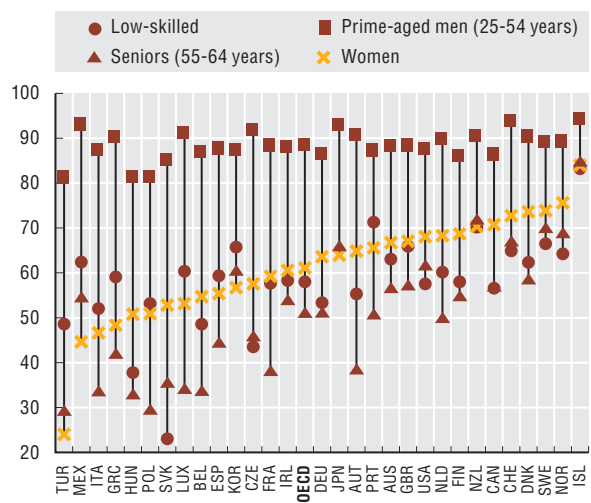
SS1.1. More people are in work

Employment to population ratio,
persons aged 15 to 64



SS1.2. Still large differences in employment rates between socio-demographic groups

Employment rates by group, 2007

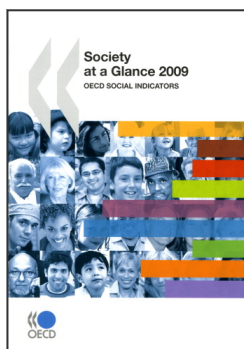


SS1.3 Employment indicators, 2007

Employment to population ratio for population aged 15-64	Employment to population ratio by:								Incidence of part-time employment in percentage of employment					
	Age			Gender		Educational level ¹			Immigrant status ²		Total	Men	Women	
	15-24	25-54	55-64	Men	Women	Less than upper secondary education	Upper secondary education	Tertiary education	Native-born	Foreign-born				
Australia	72.9	64.2	80.0	56.7	79.6	66.1	63.5	80.4	84.4	74.9	67.5	24.1	12.4	38.5
Austria	71.4	55.5	84.0	38.6	78.4	64.4	55.7	75.8	85.9	72.7	65.0	17.2	5.2	31.5
Belgium	61.6	26.8	79.3	33.8	68.2	54.9	49.0	73.2	83.6	63.5	50.9	18.3	6.3	32.9
Canada	73.6	59.5	82.2	57.1	77.2	70.1	57.0	76.0	82.8	73.0	70.5	18.2	11.0	26.1
Czech Republic	66.1	28.5	83.5	46.0	74.8	57.3	43.9	75.6	85.1	66.1	67.3	3.5	1.7	5.9
Denmark	77.3	67.4	86.1	58.7	81.3	73.3	62.8	81.3	87.4	78.8	62.7	17.7	12.4	23.9
Finland	70.5	46.4	83.3	55.0	72.4	68.5	58.4	75.6	85.0	70.5	63.5	11.7	8.2	15.5
France	64.0	30.1	82.1	38.3	68.6	59.4	58.1	75.6	83.0	65.3	58.5	13.4	5.0	23.1
Germany	69.0	45.9	80.3	51.3	74.7	63.2	53.8	72.5	84.3	70.9	61.1	22.2	7.9	39.2
Greece	61.5	24.2	75.7	42.1	74.9	48.1	59.5	69.7	83.3	60.9	66.6	7.8	4.1	13.6
Hungary	57.3	21.0	74.6	33.1	64.0	50.9	38.2	70.4	81.8	57.2	64.6	2.8	1.6	4.2
Iceland	85.7	74.3	89.4	84.9	89.5	81.7	83.6	88.6	92.0	84.6	84.2	15.9	8.0	25.4
Ireland	69.0	48.8	78.8	54.1	77.4	60.3	58.7	77.3	86.5	68.2	72.9	20.3	7.6	35.6
Italy	58.7	24.7	73.5	33.8	70.7	46.6	52.5	74.4	80.6	58.0	65.9	15.1	5.4	29.9
Japan	70.7	41.5	80.2	66.1	81.7	59.5		73.1	79.8	..	..	18.9	9.2	32.6
Korea	63.9	25.7	74.0	60.6	74.7	53.2	66.2	70.3	77.2	..	..	8.9	6.3	12.5
Luxembourg	63.0	22.1	80.1	34.3	72.4	53.5	60.8	73.4	85.2	59.2	71.1	13.1	1.6	28.8
Mexico	61.1	44.2	70.3	54.7	80.9	43.6	62.8	73.1	83.3	..	..	15.1	8.1	27.6
Netherlands	74.1	65.4	83.6	50.1	80.0	68.1	60.6	79.1	86.4	77.0	62.4	36.1	16.2	60.0
New Zealand	75.4	58.7	82.2	72.0	82.1	69.0	70.6	84.5	84.6	..	..	22.0	11.2	34.7
Norway	77.5	56.0	85.8	69.0	80.4	74.6	64.7	83.1	89.2	77.2	69.9	20.4	10.5	31.6
Poland	57.0	25.8	74.9	29.7	63.6	50.6	53.6	65.6	83.5	57.1	36.8	10.1	6.0	15.0
Portugal	67.8	34.9	81.0	50.9	73.9	61.9	71.7	80.2	86.4	67.3	73.1	10.0	6.3	14.3
Slovak Republic	60.7	27.6	78.0	35.7	68.4	53.0	23.5	71.9	84.9	60.7	66.0	2.6	1.2	4.4
Spain	66.6	42.9	76.8	44.6	77.4	55.5	59.8	75.9	83.4	64.4	70.3	10.9	3.8	20.9
Sweden	75.7	46.3	86.1	70.1	78.0	73.2	66.9	81.9	87.3	76.2	63.1	14.4	9.5	19.7
Switzerland	78.6	62.6	86.1	67.2	85.6	71.6	65.3	80.1	90.2	80.3	73.7	25.4	8.7	45.6
Turkey	45.8	30.4	54.2	29.4	67.9	23.8	49.0	62.7	75.5	45.7	48.7	8.4	4.6	19.2
United Kingdom	72.3	55.9	81.3	57.4	78.4	66.3	66.3	80.7	88.1	71.8	66.3	23.3	9.9	38.6
United States	71.8	53.1	79.9	61.8	77.8	65.9	58.0	73.3	82.7	69.5	70.8	12.6	7.6	17.9
OECD	68.0	43.7	79.6	51.2	75.8	60.3	58.4	75.9	84.4	68.1	65.1	15.3	7.2	25.6

Source: OECD (2008), OECD Employment Outlook, OECD, Paris (www.oecd.org/els/employment/outlook); and OECD (2008), International Migration Outlook (www.oecd.org/els/migration/imo).

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