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An Index of Labour Market Well-being for OECD Countries

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Executive Summary

Is labour "better off"?

To answer such a question one needs an index of labour market well-being that is capable of measuring the well-being that individuals in a given society at a given point in time can obtain through the labour market. .

This paper therefore focuses on the well-being of individuals *as workers*. The proposed Index of Labour Market Well Being (ILMW) covers all persons of working age and is based on: 1) the average current return from work; 2) the aggregate accumulation of human capital, which enables future returns from work; 3) inequality in current returns from work; and 4) insecurity in the anticipation of future returns from work.

Estimates of the proposed Index are developed for 16 OECD countries for the 1980-2001 period, and comparisons are made both for changes in labour market well-being over time in each country and for differences in labour market well-being across countries. Of the 16 countries considered, in 2001 the highest level of labour market well-being was in Norway and the lowest in Italy, with Canada ranking 10th. The largest increase over the 1980-2001 period was in Finland and the smallest in New Zealand, while Canada had the fourth largest increase.

One commonly used indicator for summarizing labour market well-being is the unemployment rate, but this report finds virtually no relationship between the unemployment rate and the ILMW: Belgium is a high unemployment country but ranks among the best scores according to the ILMW, while the United States has a low unemployment rate but scores poorly with the ILMW.

An Index of Labour Market Well-being for OECD Countries[1]

Introduction

Are workers better off or worse off – now compared to past years or in one country compared to another?

To answer such a question, we need an index of labour market well- being – i.e. an index of the well-being that individuals in a given society at a given time obtain via the labour market. Of course, in the real world the same individual simultaneously has many roles in addition to that of "worker" – e.g. individuals may own some capital, and are also citizen members of a polity, as well as inhabitants of an eco-system. However, although the total well-being of each individual clearly depends on the well-being derived from all domains of life, it is often useful, both for analysis and for the development of public policy, to focus attention on the well-being generated by a particular domain – in this case the labour market.

The Centre for the Study of Living Standards (CSLS) has in recent years developed an Index of Economic Well-being (IEWB) based on trends in consumption flows, stocks of wealth, inequality, and economic security.[2] This report has a narrower focus – labour market well-being – because in policy debates one often hears statements of the form "Policy X will benefit/harm workers" or "In country Y, workers are better/worse off than in country Z". However, to make sense of such statements, one must recognize that any statement about a group of individuals (either workers or citizens in general) and about a general evaluation of well-being has to summarize outcomes across individuals and across aspects of well-being. Even if one is only concerned with comparisons of the economic well-being *of individuals in their capacity as workers*, those comparisons will depend on the relative importance assigned to differences in the current average returns from work, the asset acquisition which enables

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[1] An earlier version of this report was presented in the session "Understanding and Improving Labour Market Statistics I" organized by the Centre for the Study of Living Standards at the Annual Meeting of the Canadian Economics Association, Carleton University, Ottawa, Ontario, May 29-June 1, 2003. It has also been prepared for the forthcoming volume *Toward a New Architecture for Labor Market Statistics* edited by Barry Bluestone and Andrew Sharpe, University of Chicago Press. As well, it was presented at the Ford Foundation Conference on the Development of a New Cross-National Architecture for Labour Market Statistics, September 23-28, 2002, Rockefeller Center, Bellagio, Italy. All data underlying the estimates presented in this report are freely accessible from the website of the Centre for the Study of Living Standards (www.csls.ca) under Index of Economic Well-being. We would like to thank Jeremy Smith and Dimitry Kabrelyan for excellent research assistance in the preparation of this report. We would like to thank Barry Bluestone for his excellent comments on the paper at the conference, as well as other conference participants for comments.

[2] Estimates for the index have been developed for Canada and the United States (Osberg and Sharpe, 2002a), OECD countries (Osberg and Sharpe, 2002b), and the Canadian provinces (Osberg, Sharpe, and Smith, 2002a). Readers are referred to these papers, which are posted at www.csls.ca, for a full discussion of the IEWB.

future returns from work, the inequality of current returns from work and the insecurity of future returns from work.[3]

We therefore argue that the four dimensions of well-being (i.e. current consumption, accumulation, equality and security) that were developed in the IEWB and applied at the societal or economy-wide level can also serve as a useful organizing framework for the study of well-being at the more disaggregated level. However, the consideration of a more restricted domain – labour market well-being – also poses some unique problems for analysis. This report therefore proposes an Index of Labour Market Well-being (ILMW), putting forward a number of specific labour market variables that we hope will serve as a reliable measure of labour market well-being.

The first section of the report develops the framework for the Index of Labour Market Well-being, laying out the different variables that comprise the labour market income, human capital, labour market equality, and labour market security components of the Index. The second section then presents estimates for selected OECD countries of trends for all sub-components and components of the Index as well as the overall Index for the 1980-2001 period.

A Framework for An Index of Labour Market Well-being

Basic Concepts and Issues

Ideally, an index of labour market well being would capture both trends over time within countries and allow cross-country comparisons of the level of labour market well-being at particular points in time. Cross country level comparisons do, however, have to recognize the uncertainty associated with purchasing power parity estimates and the implications of differences in statistical definitions and methodologies across countries. As a consequence, less attention will be devoted to them in this report, although preliminary estimates will be presented.

In considering the economic well-being of some – but not all – members of society, the first issue is to define the population of interest. Because the issue at hand is "Labour Market Well Being", our focus is the well being of individuals *as workers,* either actually or potentially. At any given time, some potential workers may be "between jobs" and be counted in surveys as unemployed or outside the labour force – and the dividing lines between the jobless and the unemployed, and between the unemployed and the employed will depend on the functioning of the labour market (particularly the level of

[3] We note that the common practice of considering only the average current earnings of workers implicitly makes three very strong assumptions – (1) that changes in the inequality of earnings have no welfare consequences; (2) that changes in the worker skills that will produce future earnings are irrelevant for well-being; and (3) that changes in worker security have no effect on workers' utility. All three assumptions are highly questionable – indeed belied by much observable behaviour.

aggregate demand). Our population of interest is those people who actually or potentially participate in or rely on the labour market for access to economic resources, so we focus on the working age population. Since we are interested in trends in labour market well being, we abstract from the receipt of capital income or transfers within the family. Transfer payments from government will be included if they are contingent on labour market participation (e.g. unemployment insurance and earnings-related pensions), but not if they are universal demogrants.

The proposed index therefore covers all persons of normal working age,[4] including both the employed and the unemployed, and does not have specific sub-indices for each group. In practice, the employed greatly outnumber the unemployed, so the proposed index reflects the well being of unemployed workers in proportion to their relative numbers. The Index developed in this report is for all persons of working age and can in principle be disaggregated – e.g. by socio-economic groups or by region, depending on data availability. Although space constraints prevent this paper from doing so, it would be straightforward to develop sub-indexes –e.g. for women, youth, and racial groups We would argue that if our aggregate index is a better measure of labour market well being for all people, then the between group differences in sub-indexes of labour market well-being will be a better indicator of differences in labour market outcomes and, for example, the impact of labour market discrimination between groups.

If the first issue is to define "who", the second is to be clear about "what". Specifically, what are the "returns from employment" that the labour market generates, which should enter an "Index of Labour Market Well-being"?

A standard neo-classical perspective is to think of each potential participant in the labour market as deriving utility, in each period of time, from the potential consumption of market goods and services that their market income from labour enables (C_{it}), their available non-work time (L_{it}) and from measurable job characteristics (X_{it}).[5] We can write this formally as in [1].

[1] $$U_{it} = u\,(C_{it}, L_{it}, X_{it}) \qquad U' > 0 \qquad U'' < 0$$

Clearly, money earnings in the labour market contribute to well being by enabling the consumption of marketed goods and services. Current period labour market earnings are the product of the observed hourly wage and total hours of paid work – as summarized in [2]. Individuals optimize subject to the constraints of the offered hourly money wage rate, the non-wage characteristics of jobs on offer (including any constraints such jobs impose on the hours and timing of work) and total time available.

[2] $$C_{it} = w_{it}H_{it} \qquad H_{it} + L_{it} = T$$

[4] In practice, countries differ somewhat in their conventions – e.g. whether normal working age is 15 and over (Canada), 16 and over (United States), 15 to 64 (most OECD countries), 18 to 64 (used by certain researchers) , or 15 to 60 (UK for women) – but whatever the precise definition, the crucial issue is comparability over time and across countries. Note that we adopt the convention of ignoring child labour.

[5] As examples of elements of X_{it} one can cite the pace of work or personal autonomy in workplace decision making .

Together, Equations [1] and [2] already imply that observed average money earnings are a poor guide to labour market well being, since increased hours of paid work have a cost in foregone leisure time. An increase in average earnings due to longer working hours, at the same hourly wage, would yield a benefit in material consumption [C_{it}] at the cost of decreased leisure time [L_{it}] which would have to be netted out before the associated change in well being could be calculated.

Moreover, since Becker (e.g. 1993) economists have also distinguished between the observed money wage at a point in time (w_{it}) and the potential wage available to individuals (W_{it}) – the difference being the proportion of working time (k_{it}) that individuals devote to accumulating human capital, either by investing in on the job training or through formal education, as Equation 3 summarizes.

[3] $$w_{it} = W_{it}(1-k_{it}) \qquad k_{it} \leq 1$$

From this perspective, the potential wage (W_{it}) is the best indicator of the potential tradeoff between goods and leisure available to an individual at that point in time, while the observed current wage (w_{it}) indicates how much of that potential well being is received in the current period. If the change in an individual's human capital stock is written as ΔHK_{it}, Equation [3] can be alternatively expressed as:

[3'] $$k_{it} W_{it} = \Delta HK_{it} \qquad \Delta HK_{it} + w_{it} = W_{it}$$

Both formulation [3] and [3'] are based on the idea that individuals derive utility from both their current consumption and from the future consumption that is enabled by their current investment in greater stocks of human capital. If the observed money wage were to remain constant, while the potential wage fell, this would mean a fall in human capital acquisition (which would be modeled by a decrease in k_{it} and ΔHK_{it}) and would correspond to a decline in well being.

Similarly, if the observed money wage were to remain constant, while jobs became more unpleasant, this would be modeled as a fall in the "compensating differentials" for unpleasant employment and would correspond to a decline in well being obtained from the labour market. The "compensating differentials" approach has a long history, going back to Adam Smith's observation, over two centuries ago, that when considering alternatives for employment, workers will consider "the whole of the advantages and disadvantages of employment." In the notation of equation [1], we summarize job attributes as X_{it} and in principle we would like to include objectively measurable determinants of job satisfaction, such as job autonomy or pace of work, in our index. However, unfortunately the time series evidence on job characteristics needed to estimate such trends in the workplace is not available.

In equation [1] above, we intend X_{it} to represent the current experience of job attributes such as work pace, noise, heat, etc. An analytically distinguishable characteristic of jobs is the extent to which they come with credible promises for the

future – like academic tenure and other forms of job security. If individuals are risk averse, then greater uncertainty about future labour market outcomes has a cost in worker well being, quite distinct from any trends in labour market well being that reflect *average* current or *average* future labour market outcomes. Imagine, for example, that all workers lose any job security guarantees that they now have, but that, on average, current and future earnings are unchanged - labour market well being would, in our view, fall.

In order to summarize trends in the factors that affect labour market well-being (in terms of [1], trends in (C_{it}, L_{it}, X_{it}), one must somehow aggregate over the experiences of n workers $i=1....n$ in Γ time periods $t=1...\Gamma$).[6] Since there are many individuals, multiple time periods and an unequal and uncertain distribution of labour market experiences, average observed money earnings in the current period $(w^*_t H^*_t)$ can only be only part of the story.[7] The aggregate human capital that individuals accumulate will help determine their average future returns in the labour market[8] – but the mean is only the first moment of the distribution of returns in the labour market. Individuals also care about where they will sit in the distribution of current labour market returns and the uncertainty that surrounds how much they can expect to receive in future periods.

Hence, our index considers: 1) average current observed money returns from work; 2) aggregate accumulation of human capital which enables future average returns from work; 3) inequality in current returns from work; and 4) insecurity in the anticipation of future returns from work. Figure 1 illustrates the dimensionality of our index.

[6] Conceptually, one can think of the data on which a measure of "Labour Market Well-being" will depend as consisting of a matrix, with n rows and 3Γ columns (each time periods data, for each worker, has elements (C_{it}, L_{it}, X_{it})). The current (t=1) period's outcomes may be known, but future periods outcomes are uncertain.

[7] Using average income as a summary statistic for worker well-being amounts to saying that the entire matrix discussed in the previous footnote can be adequately summarized by the mean of its first column.

[8] Although future average real wages will also depend in part on the size of the capital stock that workers have available to work with in future periods,the focus of this article is "well-being derived from the labour market", and the size of the future stock of capital will depend on aggregate public and private savings decisions. In a partial analysis, such as this paper, we ignore possible interdependencies of trends in capital or labour markets.

Figure 1 - Dimensions of Labour Market Well-being

Concept	Present	Future
"Typical Worker" or "Representative Agent"	Average Current Earnings	Accumulation of Productive Skills – Human Capital
Heterogeneity of Experiences	Distribution of Earnings	Insecurity of Future Returns

When average labour market earnings are used as a summative index of labour market well-being, the analyst implicitly is stopping in the first quadrant, and assuming that the current experience of a representative agent can summarize the well-being generated by the labour market and that one need not explicitly distinguish between present labour income flows and the accumulation of human capital stocks which will enable future labour income flows.

However, average current money labour earnings could remain the same even if the distribution of wages were to become much more unequal, even if on the job training were to cease and even if all workers were to lose any job security that they now have. Would it be reasonable to say that labour market well being is not at all affected by such trends? I

If society is composed of diverse individuals living in an uncertain world who typically "live in the present, anticipating the future", each individual's estimate of labour market well-being will depend on the level of human capital accumulation,[9] As well, individuals are justifiably concerned about the degree to which they and others will share in prosperity. There is a long tradition in economics that "social welfare" depends on both average incomes and the degree of inequality in the distribution of incomes. If the future is uncertain, and complete insurance is unobtainable, risk averse individuals will also care about the degree to which their personal economic future is secured by their labour market participation.

[9] Given the positive externalities associated with human capital accumulation (see Haveman and Wolfe (2002) all workers benefit from a more educated and skilled labour force, not just those who attain more education and skills. Note that if citizens have differing rates of time preference, any given rate of human capital accumulation will only be "optimal" from some persons' points of view.

These four components therefore have a logical rationale and a manageable number of headings. If the objective of index construction is to assist public policy discussion, one must recognize that when too many categories have to be considered simultaneously, discussion can easily be overwhelmed by complexity. We therefore do not adopt the strategy of simply presenting a large battery of indicators. However, because reasonable people may disagree on the relative weight they would assign to each dimension – e.g. some will argue that inequality in labour market returns is highly important while others will argue the opposite – we argue that it is preferable to be explicit and open about the relative weights assigned to components of well-being, rather than leaving them implicit and hidden.

An additional reason to distinguish the underlying components of labour market well-being is that for purposes of labour market policy, it is not particularly useful to know only that well-being has gone "up" or "down", without also knowing which aspect of well-being has improved or deteriorated. We specify *explicit* weights to the components of well-being, and test the sensitivity of aggregate trends to changes in those weights, in order to enable others to assess whether, by their personal values of what is important in economic well-being, they would agree with an overall assessment of trends in the economy.

The weights given the four proposed components of the Index, and the different sub-components, will influence both trends over time and level comparisons across countries. Based on our experience with the Index of Economic Well-being, we propose that the starting point for discussion should be the assignment of equal weights to the four components. We recognise that equal weights reflect an implicit value judgement about the importance of the components, and future work will explore the sensitivity of our conclusions to the relative weighting of components.

If individuals "live in the present, anticipating an uncertain future" each person's present well-being depends partially on their expectation of future events. In this sense our index takes a forward looking approach to labour market well-being. However, we do not want to assume that capital markets are perfect or that the future can be foreseen with certainty – so we make, for example, no attempt to calculate the present value of future lifetime income. We focus instead on current money earnings as a measure of potential current consumption enabled by work and we use the variable for risk from poverty after the completion of one's working life as a measure of insecurity about the future.

In a labour market context, many of the adjustments to income flows corresponding to the consumption component in the IEWB are inappropriate.[10] Similarly,

[10] For example, the IEWB adjusted consumption per capita for the change in economies of scale in consumption arising from changes in household size – but those changes come from outside the labour market. As well, the IEWB emphasized consumption, not income, per capita because it did not assume that capital markets automatically produce the socially optimal national savings rate (especially since some assets, such as the environment, are not priced). However, it is more plausible that each individual worker can decide their personal savings rate, hence it is potential consumption derived from money earnings that is relevant for labour market well-being.

when considering wealth acquisition, it is only the human capital component of aggregate wealth accumulation which is determined in the labour market.[11]

As well, labour market equality is a concept that refers to differences among workers in their personal returns from work. Since individuals often live in households within which resources are shared, the family status and the earnings of other household members will affect personal consumption. The material standard of living of each person depends on the number of household members who share income, economies of scale in household consumption and total household income from all sources. All these variables must be considered in constructing a plausible measure of equality in living standards. However, equality *as a worker in the labour market* is an individual concept, which is independent of living arrangements and of income from capital or transfer payments.

Finally, the labour market security component of a measure of labour market well-being should consider only the risks which individuals are exposed to through the labour market (i.e. the risk of poverty consequent on marital breakup is excluded). In many respects, therefore, an Index of Labour Market Well-being refers to only a subset of the issues considered in the Index of Economic Well-being.

A complicating factor in international comparisons of the ILMW is the fact that countries differ in the range of issues determined through the labour market – i.e. in the relationship between Labour Market Well-being and Economic Well-being, more broadly conceived. (Another way of putting it is to say that the "Social Wage" of goods and services supplied to all citizens by the state differs, across countries, both in absolute size and relative to the amount of market goods whose purchase is enabled through earnings.) To take a specific example, health insurance in the United States is primarily provided through employer-based private health insurance plans (with public funding for health care limited to the indigent and the elderly) while Canada has a system of government financed, universal health care (other OECD nations also have public health insurance, but sometimes with a supplemental role for employer paid schemes). This institutional difference will affect both the measurement of average labour compensation and of inequality and insecurity determined by the labour market.

Employer paid health insurance premiums are a fringe benefit of employment and part of total labour compensation, but the tax revenue which finances public health care will not be similarly counted. Since some workers in the United States are not covered, or not covered fully, by private health insurance, the inequality generated by the labour market will be understated if one considers only the level of wage inequality – there is no similar understatement in Canada. Similarly, in contemplating the future, the chance that

[11] The IEWB attempts to measure societal wealth, including the accumulation of physical capital in machinery and equipment, intellectual capital via R&D, and environmental assets – all of which are determined outside the labour market. Implicitly, the idea of "Labour Market Well-being" presumes it is possible, or at least analytically useful, to separate the labour market from other processes which influence well-being – thus we assume here that any impact of labour market changes on other processes (for example, capital formation) are of small enough magnitude to be ignored.

a loss of employment will cause a loss of health care entitlement is a risk to which US workers are exposed, but not Canadian workers. In cross country level comparisons, these differences imply that US Labour Market Well-being will be overstated, relative to Canadian.

We would highlight the fact that (unlike many other indices) we do not assume that "the labour market well-being" in a particular society is a single, *objective* number (like the average altitude of a country). It is more accurate, in our view, to think of each individual in society as making a subjective evaluation of objective data in coming to a personal conclusion about labour market well-being in their society. Well-being has multiple dimensions and individuals differ (and have the moral right to differ) in their subjective valuation of the relative importance of each dimension of well-being. Because individuals are occasionally called upon, in a democracy, to exercise choices (e.g. in voting) on issues that affect the collectivity (and some individuals (e.g. civil servants) make such decisions on a daily basis), individuals have reason to ask questions of the form: "Would public policy X make 'labour' better off?" Presumably, self-interest plays some role in all our choices, but unless self-interest is the sole criterion, an index of labour's well-being is useful in helping individuals answer such questions.

Although conceptually there may be no way to measure some of the different dimensions of labour market well-being in comparable units, as a practical matter citizens are frequently called upon to choose between policies that favor one or the other. Hence, individuals often have to come to a summative decision – i.e. have a way of "adding it all up" – across domains that are conceptually dissimilar. From this perspective, the purpose of index construction should be to assist individuals – e.g. as voters in elections and as bureaucrats in policy making – in thinking systematically about labour market outcomes, without necessarily presuming that all individuals have the same values.

Our hypothesis is that indices of social well-being can best help individuals to come to reasonable answers about social choices if information is presented in a way that highlights the objective trends in major dimensions of well-being and thereby helps individuals to come to summative judgments – but also respects differences in values. Although it may not be possible to come to an *objective* index of labour market well-being, individuals still have the problem (indeed, the moral responsibility) of coming to a *subjective* evaluation of social states, and they need organized, objective data if they are to do it in a reasonable way.

The report's basic hypothesis that a society's labour market well-being depends on average current earnings, the accumulation of human capital, and the degree ofequality and security of individuals in the distribution of labour market income.

Average Current Labour Market Income Component

Trends in average money earnings are measured by two variables: (1) total economy labour compensation per person employed; and (2) total economy labour

compensation per hour worked. [Both variables are expressed in real terms, after deflation by the Consumer Price Index.] We use pre-tax compensation because it is the direct result of labour market processes while post-tax compensation is also influenced by tax rates (which reflect the outcome of collective choice on the mix of the private/public provision of goods and services – an issue not directly determined by the labour market).

Total economy labour compensation per person employed is the total money income from labour market activity including fringe benefits and supplementary labour income (i.e. employer contributions on behalf of employees to social insurance schemes) and the labour component of the earnings of the self-employed. However, if workers on average work fewer hours, either because of increasing frequency of part-time work, or because total annual hours worked for full-time employees decline, the greater time available for greater home production and leisure increases worker well-being, conditional on average hourly compensation per worker. The conceptual issue is the value placed on the opportunity cost of paid working time. In our index, total economy labour compensation per hour worked and total economy labour compensation per person are given equal, additive weight in the construction of the labour market income component of the Index of Labour Market Well-being - which is equivalent to valuing any increase or decrease in non-work time at half the value of total economy labour compensation per hour worked.[12]

Human Capital

Educational attainment is a key determinant of labour market income, labour force participation, and unemployment[13]. Higher levels of human capital over time raise labour market well-being by raising future expected earnings from the labour market – hence countries with greater levels of educational attainment enjoy higher levels of labour market well-being than countries with lower educational attainment, ceteris paribus.

Haveman et al (2003) use the concept of earnings capacity to estimate a measure of the annual rental value of human capital and provide estimates for the United States from 1975 to 2000 – but many of the income producing characteristics they use are not available in other countries' data. This report therefore uses the average level of completed educational attainment in years for the population aged 25 and over as the sole variable for this component of the Index.[14]

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[12] If w is total economy labour compensation per hour worked and H is average hours worked, then wH is total economy labour compensation per person employed. We propose to model trends in Average Current Labour Market Income by $(w + wH)/2$ – hence a change in earnings that reflects only changes in hours of labour supply will be deflated by half the change in hours of labour supply.

[13] In the human capital perspective, full time education for people of working age corresponds to $k_{it} \blacktriangleleft 1$.

[14] An alternative measure of educational attainment is the proportion of the labour force with formal educational attainment at or above a certain level, such as a university degree. The weakness of this measure is that it ignores improvements in educational attainment above and below the cut-off. An alternative measure of human capital is a measure of the literacy and numeracy levels of the labour force. Such measures are currently available for selected OECD countries and over time (at least for 1994 and

In principle, we would like to include the change in aggregate human capital attributable to training – either on the job or in a classroom environment, as well as the work-related component of adult education. Ideally, one would also measure the depreciation of human capital. However, the necessary data are not available – hence this paper should be seen as presenting a first, tentative version of the ILMW, which hopefully will be improved in future as better data becomes available.

Labour Market Equality

More equal outcomes in the labour market contribute to a higher level of equality of living standards in society as a whole, but is not the same thing. Labour market inequality refers to inequality in the returns to a factor of production, but economic inequality is usually interpreted in terms of inequality in standard of living – i.e. inequality of consumption. Hence, issues such as the correlation of the earnings of husbands and wives , the degree of progressivity in taxes and transfers and the number of household members that share a given post tax/post transfer income – all of which are important determinants of inequality in effective consumption – are not relevant for an Index of Labour Market Well Being.

Nevertheless, individuals clearly care about relative pre-tax individual wages. Survey evidence indicates that most people accept the existence of some inequality in wages, but think that the current degree of wage inequality is excessive. When people are asked how much they think specific occupations *do* earn and how much those occupations *should* earn, in every country surveyed in the International Social Survey Program, individuals thought that actual wage inequality was greater than the inequality in what they estimate people should earn – i.e. there is a general preference for greater equality in earnings (see Osberg et al, 2002, 2003:). As well, low individual wages will increase the odds that a family will be exposed to the stresses of working poverty.

2000) from the OECD's Adult Literacy and Numeracy Survey. However, because of the limited time series, we propose not to use this variable. We may however use this measure of human capital for sensitivity analysis in level comparisons of labour market well-being.

We therefore propose two measures of labour market (in)equality[15]:

- a wage distribution measure, namely the Gini coefficient or the ratio of the top to bottom decile or quintile for pre-tax hourly wages of all workers; and

- a measure of the importance of low-income employment in total employment, namely the proportion of workers below one half or two thirds median earnings.

Readers will note that there is no mention here of gender wage ratios (or of inter-regional differences in average wages or of differences in average wages between racial or ethnic groups). Since we are arguing that average earnings are a seriously incomplete indicator of labour market well being, we argue that if one is interested in assessing the degree of inequality between groups (e.g. between men and women) in returns from the labour market, one should consider the issues addressed by the ILMW – i.e. the training and education received by men and women, and their differential experiences of inequality and insecurity. Hence, we argue that an accurate assessment of trends in the gender gap in employment should compute and compare the Index of Labour Market Well-being separately for men and for women. Assessment of such an expanded indicator of gender advantage and disadvantage is a subject for our further research.

It should be noted that the use of an hourly wage measure instead of an earnings measure for gauging labour market inequality avoids the thorny issue of deciding whether to use earnings (hourly wages multiplied by hours worked/paid) for full-time, full-year workers or earnings for all workers, including workers who voluntarily or involuntarily work part-time and/or part-year. A disadvantage of hourly wages is that it abstracts from the number of hours worked, which affects total earnings inequality. The overall index for labour market inequality is the weighted average of the sub-components, each weighted equally.

In the section on Average Current Labour Market Income Component above, we used measures of total economy labour compensation. In principle, one would like to measure inequality in a similar way. But the lack of information on fringe benefits and supplementary income in household surveys, which are the source of labour income data for individuals, means that one is effectively restricted to total or hourly earnings data. The OECD has produced estimates of earnings inequality in a number of studies and these estimates may be used where considered appropriate. The household micro-data sets maintained by the Luxembourg Income Study were used to generate estimates of the Gini coefficient for post-tax income in the Index of Economic Well-being. This data source may again be used, such as for Gini coefficients of hourly earnings inequality and estimates of the proportion of the workforce below one half median earnings.

[15] These two sub-components are analogous to the two measures used in the equality sub-index of the IEWB, namely the Gini coefficient for total income for all households and the relative poverty rates for all households (defined as less than one half median equivalent post-tax household income).

Labour Market Security

Individuals who have diminishing marginal utility (as implied in Equation [1]), will (ceteris paribus) be averse to risk. For any given level of current income and any given expected value of future income, an increase in uncertainty about future returns from work will diminish current labour market well-being. Risks to future returns from work can come in the form of future unemployment (i.e. the unavailability of future work), or in uncertain future wages or in risks attached to non wage aspects of employment such as workplace hazards to health (which may imply either lower future earnings potential or future incapacity to work).

As well, part of the return to current employment comes in the form of a deferred payment – i.e. pension entitlements. Uncertainty about the size of the pensions which will actually be paid in retirement years is a potential source of insecurity, although in this case the issue is uncertainty/worry about the actual size (when received) of the deferred payment which is promised in exchange for foregone current wages.

We thus approach labour market security in a similar manner to the Index of Economic Well-being, by identifying objective risks that the labour force faces. Specifically, we identify the risks associated with unemployment, the risks to health from employment, and the risks to income security once working life is complete.[16]

Risk imposed by unemployment

The possibility of unemployment, and its financial implications, is a major risk for the workforce. We use four sub-indexes: the arithmetic average of the overall unemployment rate and the long-term unemployment rate; the coverage of the currently unemployed by the unemployment insurance (UI) system; the UI benefits replacement rate; and a measure of the overall degree of employment protection provided by legislation. The four sub-indexes are weighted equally and multiplicatively, (not additively) because of each can be seen as a conditional probability. It is the product of all these probabilities that determines the income of a person who was exposed to unemployment, became unemployed, qualified for UI benefits and received UI benefits at the average replacement rate.

The rationale for inclusion of a long-term unemployment measure is that short spells of unemployment are not as costly to individuals as long spells (in terms of atrophy of skills, financial impact or personal psychological well-being). Hence, a country with a larger proportion of long-term unemployed will have lower labour market well-being than a country where unemployment is shared among a larger proportion of the labor force with shorter spells, even if the overall unemployment rate is the same in the two countries.

[16] The risk of single-parent poverty is included in the IEWB, but is not considered here. Although there is a literature which links the probability of divorce to such labour market issues as unemployment, shift work and wages levels, we ignore such influences for present purposes.

The rationale for the inclusion of the two UI variables is to capture the degree to which the UI system protects workers from the financial consequences of job loss. The UI coverage rate is in principle the proportion of those currently unemployed who are drawing UI benefits and the wage replacement rate is in principle the ratio of average UI benefits to the average industrial wage. These statistics are relatively easy to obtain for Canada and the United States, but have proven difficult to obtain for OECD countries. Because of the integration of the UI and welfare systems in certain European countries, it is not possible to obtain separate statistics for UI coverage and wage replacement and in this report we use a measure of the net replacement rate of government income support programs developed by the OECD.

The rationale for the inclusion of an indicator of employment protection is that job security represents an aspect of labour market security (i.e. the probability that an employed individual will lose their job). The OECD in 1999 produced an index of employment protection legislation (EPL) for OECD countries for the mid-1980s and mid-1990s (OECD, 1999). The measure is a weighted average of regular and temporary worker protection against dismissal, as well as collective protection. Regular worker protection includes dismissal procedures, notice and severance pay provisions, and penalties for unfair dismissal. Temporary worker protection includes restrictions in the use of temporary contracts and renewal restrictions. A first version of the EPL indicator provides estimates for the late 1980s and late 1990s. A second version of the EPL for the late 1990s is more comprehensive because it incorporates collective dismissal indicators.

Risk to Health Imposed by Employment

The possibility of risks to health from labour market activity to some degree affects all workers. The lesser the incidence of workplace-induced health problems, the greater the degree of labour market well-being. We use the death rate from workplace accidents and the time-loss rate due to workplace injury (and workplace illness). The two variables are weighted equally and additive.

Risk of Poverty in Retirement

Workers typically do not sell their labour power for their entire lives – during their working years they acquire pension entitlements (through the private sector and the state) to finance their retirement years. We think of pensions as being, typically, "deferred wages" – but any deferral creates the risk that anticipated benefits will differ in magnitude from those actually delivered. The degree to which workers' retirement incomes are protected in old age is an important element of labour market security – and we think it is plausible that the insecurity that people may feel about their prospects in old age depend particularly on the probability of poverty. The third and final sub-component of the labour market security component of the Index of Labour Market Well-being captures the future income replacement available to workers who are no longer of working age, i.e. those 65 or over.

This sub-index has four component variables. The first is poverty intensity for households headed by an elderly person (65 and over). Osberg (1998) argued that perceptions of insecurity are heavily influenced by the probability of extreme outcomes – hence we include this variable on the grounds that it is rational for individuals to be particularly concerned by the chances of deprivation in their old age. Trends in personal savings or pension plan benefits will affect retirement incomes throughout the income distribution, but there is a "bottom line" on poverty among senior citizens.

The second and third components essentially ask: (a) what the chances are that a worker gets a private pension; and (b) how much uncertainty is there in the size of that pension. If the workforce had complete pension coverage and there was no uncertainty about the eventual size of pension benefits, then there would be no insecurity among workers about the size of the deferred wage. In this case, the cost of pension contributions by firms could simply be added to wage and salary costs to produce the data on average total labour compensation which has already been discussed.

However, incomplete coverage and uncertain benefits produce insecurity, which detracts from well-being. The overall prevalence of occupational or employer paid pension coverage among the workforce indicates the incidence of contractual savings for retirement (if not the level of such savings). When all other aspects are equal, a greater coverage rate increases security. The ratio of membership in defined benefit pension plans to the total membership of all pension plans (defined benefit and defined contribution plans) is an indicator of the certainty of pension amounts since defined benefit pension plans, in contrast to defined contribution plans, provide more labour market security by guaranteeing a defined benefit level.[17]

Since workers can receive deferred wages either through the public or the private sector, and since the structure of private pension schemes is typically influenced fairly heavily by the design of public pension plans, the fourth and final variable is the level of social security benefits as a proportion of the average industrial wage. The four variables are weighted equally and are additive.

[17] In a defined benefit plan, the portfolio performance risk of the pension plan (both positive and negative) is borne entirely by the pension plan administrator, while defined contribution plans shift the risks of portfolio management to the worker. Note that the risk allocation feature of defined benefit and contribution plans is quite distinct from the level of pension plan contributions, which is part of average total labour compensation (discussed above).

Overall Labour Market Security

The overall labour market security component of the Index of Labour Market Well-being is the weighted average of the three subcomponents, namely the risks imposed by unemployment, the risks to health from employment, and the risks of poverty in retirement. The weighting of the components is assumed equal.

Overview of the Four Components of the Index of Labour Market Well-being

The proposed Index of Labour Market Well-being (ILMW) contains four components or dimensions, broken down into a total of nine sub-components, with an additional ten variables within three of the sub-components. Figure 2 provides a

Figure 2: Index of Labour Market Well-being Components

A. Labour Market Income (LMI)

1) Labour Compensation Per Worker (LCPW)
2) Labour Compensation Per Hour (LCPH)

B. Human Capital (HC)

1) Average Educational Attainment (EA)

C. Labour Market Equality (LME)

1) Hourly Wage Inequality (HWI)
2) Incidence of Low Wage Employment (LWE)

D. Labour Market Security (LMS)

1) Risk from Unemployment (RU)
   - Average of the Overall (UR) and Long-term Unemployment Rate (LUR)
   - UI Coverage Rate (UICR)
   - UI Benefits Rate (UIBR)
   - Index of Employment Protection (EP)
2) Risk to Health from Employment (RH)
   - Labour Market Death Rate (DR)
   - Labour Market Workplace Injuries Rate (IR)
3) Risk of Poverty in Retirement (RPR)
   - Poverty Intensity for Households Headed by a Person 65 and over (PIE)
   - Social Security Replacement Rate (SSRR)
   - Occupational or Employer-Sponsored Pension Coverage Rate (OPCR)
   - Defined-benefit Pension Plan Membership as Proportion of Occupational Plan Memebership (DRP)

The Index is calculated as:

ILMW=(0.25)LMI+(0.25)HC+(0.25)LME+(0.25)LMS

=0.25((LCPW+LCPH)/2)+0.25HC+0.25((0.5)HWI+(0.5)LWE)
+0.25((0.33)(((UR+LUR)/2)*UICR*UIBR*EP))+(0.33)((DR+IR)/2)+
(0.33)((PIE+SSRR+OPCR+DRP)/4))

schematic representation of the Index in the form of a weighting tree.

Estimates of the Index of Labour Market Well-being for OECD Countries

This section of the report presents estimates of the different components and sub-components of the Index of Labour Market Well-being for selected OECD countries for the 1980-2001 period inclusive. It first discusses the methodology used to construct the Index and then looks at the labour market income component of the Index, followed by an examination of the human capital, labour market equality, and finally labour market security components.

Scaling Methodology

Once variables are chosen for an index, an essential question is whether variables should be scaled, and if so, what is the meaning or interpretation of a scaled variable.[18] Because raw data may have significantly different ranges, without scaling, composite indices will be heavily influenced by variables with large ranges. Since the range of a variable can be influenced by arbitrary measurement choices about units of measurement as well as substantive differences in the variability of outcomes, the aggregation of unscaled indices is an implicit weighting scheme with properties that may be hard to defend.[19]

In the first version of this report the normalization technique was essentially one of aggregating percent changes over time in each variable. The advantages are that the per cent changes over time are highlighted, which is valuable for tracking temporal trends.

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[18] Booysen (2002: 123), in a recent survey of methodological techniques, says that the "aim [of scaling variables] is to point out the relation among certain objects, how far apart they are and in what direction they lie relative to each other". Booysen outlines four possibilities for treatment of the scaling issue: no scaling, the use of normalized variables so that their mean is 0 and their standard deviation is 1, the use of ordinal response scales, and conventional linear scaling transformation (LST). We differentiate between standardization with an emphasis on transforming variables in order to standardize their range or variance and standardization of the base year level which emphasizes percentage change. The following classifications of methods to standardize variables are used: 1) no standardization, 2) normalization, 3) Z-Score or Gaussian normalization, 4) linear scaling, where ordinal ranking and LST are subsumed in the category of linear scaling. Note that LST scales variables to a common range, the Gaussian normalization scales variables to a common mean and standard deviation (0 and 1 respectively), and normalization scales variables to a common base year level.

[19] For example, the UNDP's Human Poverty Index for developed countries (HPI-2) aggregates four unscaled variables, among which are the long term unemployment rate and the percent of people lacking functional literacy skills. The range of values of percentage of people lacking functional literacy skills is three times the range of values of long term unemployment (UNDP: 2002). Since the variables are aggregated without scaling, there are higher implicit weights for overall changes in the index composite put on the percentage of people lacking functional literacy skills.

The disadvantage is that variables with low bases compared to the range of values can skew the index and cause small absolute changes in this variable to overwhelmingly affect the composite. Switzerland, for example, experienced very large *per cent* changes in the unemployment rate and the long-term unemployment rate, because unemployment started from a very low base. (Note that a change from 0.5 per cent unemployment to 5 per cent will be a ten fold increase. However, in a different range of data, say between 10.5 per cent and 15 per cent, the same absolute change of 4.5 per cent is less than a 1.5 fold increase.).

In addition there is the directionality issue. For some variables, such as labour income, an increase in the variable corresponds to an increase in well-being, whereas increases in other variables, such as unemployment, correspond to decreases in well-being. It is desirable to standardize variables so that an increase in the standardized score corresponds to an increase in overall well-being.

To deal with both the unequal range and directionality issues, this report adopts a scaling procedure called the Linear Scaling Technique (LST). Empirical estimates are made for the high (Max) and low (Min) values which represent the observed range of a variable for all time periods and for all countries – to which maximum and minimum values we add or subtract 10 per cent from the actual maximum and minimum values respectively. The data are then scaled according to these values. If a variable increase corresponds to an increase in overall welfare, the variable, Value, is scaled according to the Formula (1). In this case, increases in the Value correspond to increases in scaled Value. (Notice that if the Min is equal to zero, the formula above reduces to Value/Max.) If, in contrast, an increase in Value corresponds to a decrease in overall welfare, the Value is scaled according to the complementary Formula (2).

$$\text{Formula (1) Scaled value} = \frac{\text{Value-Min}}{\text{Max-Min}} \qquad \text{Formula (2)} \frac{\text{Max-Value}}{\text{Max-Min}}$$

In this case, we see that increases in the Value correspond to decreases in the scaled Value. In both cases, the range of values is 0-1, and 0 corresponds to the lowest level of welfare, and 1 corresponds to the highest. Note that this formula reduces to (Max-Value)/Max when Min is set to 0.

This scaling technique is used in many indices of social and economic well-being, including: the Human Development Index produced by the United Nations Development Programme (UNDP), the Index of Social Health calculated by Human Resources Development Canada (HRDC), the Index of Economic Freedom produced by the Heritage Foundation, and a second Index of Economic Freedom prepared by the Fraser Institute and has now been adopted for use in the Index of Economic Well-being (Osberg and Sharpe, 2003) and the Index of Labour Market Well-being.

Labour Market Income

The starting point for the Index of Labour Market Well-being is the average compensation paid to workers in return for their labour market contribution. Aggregate labour compensation paid to all employees in nominal prices is a component of income-based GDP, and so is easily available for a long time period for OECD countries. This aggregate can then be used to calculate compensation per employee and compensation per hour, each of which are deflated by the consumer price index (CPI) to arrive at estimates in constant dollars.

Compensation per employee

The OECD collects data on employees and labour compensation for member countries and makes these data available through the OECD Health Data CD-ROM. Employees are used instead of total employment since the labour compensation component of GDP excludes income from unincorporated businesses (the self-employed), which is included in a separate category. This separate category, however, includes returns to capital and therefore exceeds labour compensation. While the labour compensation portion of self-employed income could be estimated through various procedures, it has not been done so in this report. Thus the self-employed are excluded from the labour market income component.

Compensation per employee, as shown in Appendix Table 2 for 16 OECD countries (Australia, Belgium, Canada, Denmark, Finland, France, Germany, Italy, Japan, the Netherlands, New Zealand, Norway, Sweden, Switzerland, United Kingdom, and the United States) is hence calculated as total nominal labour compensation divided by the number of employees, and is then deflated to 1995 national currency units using the CPIs of the respective countries.

From 1980 to 2001, real compensation per employee was up 54.3 percent in Finland, 47.9 per cent in Norway, 43.9 per cent in Japan, 41.8 per cent in the United Kingdom, 38.9 per cent in Canada, 30.7 per cent in the United States, 26.0 per cent in Australia, 24.1 per cent in Sweden, 23.1 per cent in Belgium, 20.1 per cent in France, 14.5 per cent in Italy, 13.3 per cent in Denmark, 12.1 per cent in Switzerland, 5.9 per cent in Germany, and down 4.9 per cent in the Netherlands, and 8.3 per cent in New Zealand.

Compensation per hour

Total hours actually worked per year by all workers are available from the OECD Statistical Portal. These series are used to calculate compensation per hour series in nominal dollars, which can also be converted to constant dollars using the CPI in each country. A crucial assumption is that the annual hours of employees are the same as self-employed workers, which may not be true given the longer hours the self-employed often work. Consequently, there may be an upward bias to the hourly labour compensation levels.

From 1980 to 2001, real labour compensation per hour (see Appendix Table 1) was up 69.4 per cent in Japan, 68.2 per cent in Finland, 64.0 per cent in Norway, 46.9 per cent in the United Kingdom, 40.8 per cent in France, 40.7 per cent in Canada, 39.5 per cent in Belgium, 30.8 per cent in the United States, 28.8 per cent in Australia, 24.2 per cent in Germany, 22.4 percent in Italy, 18.5 per cent in Switzerland, 17.1 per cent in Denmark, 16.5 per cent in Sweden, 4.2 per cent in the Netherlands, and down 6.5 per cent in New Zealand.

Total labour market income

The labour market income component of the ILMW is defined as the average of the scaled value of compensation per employee and the scaled value of compensation per hour, each receiving equal weight. Trends for 16 OECD countries are found in Table 1 and in Chart 1 for G-7 countries and in Chart 2 for 9 non-G-7 OECD countries. From 1980 to 2001, the labour market income component of the ILMW increased in all countries except the Netherlands and New Zealand. The largest absolute change between 1980 and 2001 (0.430) was recorded by Japan (Table 1). In 2001, the highest level of labour compensation was found in Belgium, followed by the United States and Switzerland, while the lowest level was in New Zealand, followed by the United Kingdom, and Sweden (Table 1).

Human Capital

De la Fuente and Domenech (2000) have noted that existing educational data are of poor quality and do not provide a good proxy measure of the stock of human capital. They have consequently refined existing sources of educational data to arrive at more reliable estimates of human capital, as measured by average years of schooling for the population 25 and over. Their estimates are available from the OECD for most OECD countries every five years from 1960 to 1990. Recently estimates for 1995 have been produced, and have been made available on the internet (De la Fuente and Domenech, 2001). Data for OECD countries for the 1980-2001 period are found in Table 2, with linear interpolation employed to bridge the five-year gaps between estimates and extrapolation of the trend in the 1990-95 period used to create estimates for the 1996-2001 period.

In 2001, the United States had the highest average years of schooling of the population at 13.43 years, followed by Germany (13.32 years), Canada (13.32 years), Australia (13.17), Switzerland (12.83 years), New Zealand (12.44 years), Japan (12.17 years), Norway (12.12 years), Denmark (12.04 years) Finland (11.94 years), the Netherlands (11.94 years), Sweden (11.80 years), UK (11.38 years), France (11.12 years), Belgium (11.00 years), and Italy (9.37 years).

Over the 1980-2001 period, the fastest rate of increase in educational attainment was recorded in Italy (34.3 per cent), followed by Sweden (22.9 per cent), the Netherlands (20.9 per cent), Finland (20.1 per cent), Belgium (17.6 per cent), Japan (16.8

per cent), UK (16.5 per cent), Norway (14.7 per cent), France (12.8 per cent), Germany (10.9 per cent), United States (10.5 per cent), Switzerland (10.3 per cent), Canada (9.8 per cent), New Zealand (7.3 per cent), Australia (6.1 per cent), and Denmark (4.3 per cent).

The human capital component of the ILMW is defined as the scaled value of the educational attainment series. Trends for 16 OECD countries are found in Table 2 and in Chart 3 for G-7 countries and in Chart 4 for 9 non-G-7 OECD countries. From 1980 to 2001, the human capital component of the ILMW increased in all countries. The largest absolute changes were recorded by Italy (0.309), Sweden (0.284), and the Netherlands (0.266) (Table 2). In 2001, the highest level of human capital was found in the United States, followed by Germany and Canada, while the lowest level was in Italy, followed by Belgium and France (Table 2). Not surprisingly, the scaled values give the same ranking as the unscaled values.

Labour Market Equality

Earnings inequality

The OECD has produced two studies dealing with wage inequality (OECD 1993 and 1996), and the data therein can be used to calculate the ratio of the highest hourly earnings decile to the lowest. As shown in Appendix Table 8, this ratio ranged from a high of 5.8 in 1995 (the most recent year for which data are available) in the United States to a low of 2.0 in Norway. The ratios for other countries were the following: Canada (4.2), UK (3.4) France (3.3), Japan (3.0), New Zealand (3.0), Australia (2.9), Italy (2.8), Switzerland (2.7), the Netherlands (2.6), Finland (2.4), Germany (2.3), Belgium (2.3), Denmark (2.2), and Sweden (2.1).

Between 1980 and 2001, it is estimated that the largest increase in earnings inequality, as measured by the ratio of the top earnings decile to the bottom, took place in the UK, with a 21.4 per cent increase, closely followed by the United States with a 19.7 per cent rise (Table 3). Inequality increased in nine of the remaining OECD countries included in this study, namely: Italy (6.0 per cent), Canada (5.6 per cent), New Zealand (5.4 per cent), Sweden (4.4 per cent), the Netherlands (3.1 per cent), Australia (2.9 per cent), Denmark (1.1 per cent), France (0.7 per cent), and Japan (0.2 per cent). In contrast, inequality fell in five countries over the period: Germany (-13.8 per cent), Belgium (-3.5 per cent), Finland (-3.2 per cent), Norway (-3.0 per cent), and Switzerland (-0.1 per cent).

Low-wage employment

If data on earnings inequality are sparse, data on low-wage employment are virtually non-existent. An OECD study dealing with earnings inequality (OECD, 1996) also briefly examines low-wage employment, and provides data for selected countries. The OECD uses a relative definition of low wage employment, namely any worker earning a wage less than two thirds of the median wage, and bases calculations on full-

time employees only. Howell (2002) also has calculated estimates of the incidence of low-wage employment for some OECD countries. The estimates of low-wage employment found in Table 3 and Appendix Table 8 are drawn from these two sources.

The highest incidence of low-wage employment for the 14 OECD countries for which at least one estimate was available was found in the United States, at 24.53 per cent, closely followed by Canada at 23.7 per cent. The incidence in the other 12 countries, in descending order, was 19.6 per cent in the UK, 16.9 per cent in New Zealand, 14.6 per cent in Japan, 14.6 per cent in the Netherlands, 14.3 per cent in Australia, 13.3 per cent in France, 13.0 per cent in Switzerland, 12.9 per cent in Germany, 12.5 per cent in Italy, 7.3 per cent in Belgium, 5.9 per cent in Finland, and 5.2 per cent in Sweden.

For the eight countries with two or more years of data on low wage employment, four countries experienced an upward trend over the 1980-2001 period and four countries a downward trend (Table 3). The country with the largest increase in low wage employment was the Netherlands at 13.0 per cent, followed by the United States (11.6 per cent), the UK (10.6 per cent), and Australia (5.7 per cent). The country with the largest decline in low wage employment was Japan (-20.3 per cent), followed by Germany (-9.8 per cent), and Belgium (-9.4 per cent).

Overall Index of Labour Market Equality

Because of the lack of availability of estimates for low wage employment – available for more than two years for only seven of the 16 countries covered in the report – we have decided to not include this variable at this time in the overall index of labour market equality. Thus the trend in overall labour market equality is assumed identical to the trend in earnings inequality. In future work, we hope to include estimates of low-wage employment for all countries covered by the report.

The labour market equality component of the ILMW is thus defined as the scaled value of the earnings inequality series. Trends for 16 OECD countries are found in Table 3 and in Chart 5 for G-7 countries and in Chart 6 for 9 non-G-7 OECD countries. Between 1980 and 2001, the labour market equality component of the ILMW increased in five countries, decreased in 11. The largest percentage point increase was recorded by Germany (0.081 points) and the largest decrease (increase in inequality) by the United States (-0.208). In 2001, the highest level of labour market equality was found in Norway, followed by Sweden and Denmark, while the lowest level was in the United States, followed by Canada and the United Kingdom (Table 3). Not surprisingly, the scaled values give the same ranking as the unscaled values.

Labour Market Security

The labour market security component of the Index of Labour Market Well-being is composed of three sub-indexes or sub-components: security from the risk imposed by unemployment; security from the risk to health imposed by unemployment; and security from the risk imposed by poverty at the end of working life.

Security from the risk imposed by unemployment

The starting point for this sub-index of the labour market security component is the unemployment rate, taken as a measure of the risk that a worker will lose his or her job. However, a given unemployment rate may be produced by a high incidence of unemployment, combined with a low average duration of unemployment or by a low incidence process, combined with a long average duration of unemployment spells. The unemployment rate, by itself, does not reveal any variation in the expected duration of unemployment. We argue that it is the risk of losing one's job, combined with being unable to find a new job quickly, that drives worker insecurity. For this reason the trend in the risk of unemployment is modelled as the average of the trend in the unemployment rate (the number of unemployed workers as a percentage of the labour force) and the trend in the long-term unemployment rate (the number of workers unemployed for 52 weeks or longer as a percentage of the labour force).

Scaled values of these variables are shown in Table 4. In 2001, the standardized unemployment rate varied greatly among the 16 OECD countries covered by this study. It was highest in Italy at 9.4 per cent, followed, in descending order, by Finland (9.1 per cent), France (8.5 per cent), Germany (7.8 per cent), Canada (7.2 per cent), Belgium (6.7 per cent), Australia (6.7 per cent), New Zealand (5.3 per cent), Japan (5.0 per cent), the United Kingdom (5.0 per cent), Sweden (4.9 per cent), the United States (4.7 per cent), Denmark (4.3 per cent), Norway (3.6 per cent), Switzerland (2.5 per cent), and the Netherlands (2.4 per cent).

After 1980, a large number of OECD countries experienced very large increases in their unemployment rate. The country that experienced by far the largest percentage increase in its unemployment rate was Switzerland, up 539.7 per cent. This was because of the extremely low Swiss unemployment rate in 1980, 0.4 per cent. Other countries that experienced very large increases in their unemployment rates were Germany (178.9 per cent), Japan (148.2 per cent), Sweden (135.9 per cent), Norway (119.5 per cent), New Zealand (117 per cent), Finland (70.2 per cent), Italy (56.1 per cent), and France (41.4 per cent). Australia had a modest increase of 8.3 per cent. The largest decline was recorded by the United States (-33.9 per cent), followed by Denmark (-26.1 per cent), the Netherlands (-21.3 per cent), Belgium (-14.3 per cent), the United Kingdom (-7.8 per cent), and Canada (-3.8 per cent).

In 2001, the long-term unemployment rate defined as the proportion of the labour force unemployed for 27 weeks or longer, also varied greatly across countries (Table 4). It was highest in Italy at 5.8 per cent, followed by Belgium (4.1 per cent), Germany (4.0 per cent), France (3.4 per cent), Finland (2.7 per cent), Australia (2.0 per cent), United Kingdom (1.5 per cent), Sweden (1.5 per cent), Japan (1.1 per cent), New Zealand (1.1

per cent), the Netherlands (1.0 per cent), Switzerland (1.0 per cent), Denmark (0.9 per cent), Canada (0.8 per cent), the United States (0.3 per cent) and Norway (0.2 per cent).

Between 1980 and 2001, Switzerland and Sweden experienced massive per cent increases in their long-term unemployment rates, 1452.6 per cent and 1191.2 per cent respectively, because of the extremely low level of long-term unemployment in these countries in 1980 (Table 4). Other countries that experienced very large increases were New Zealand (471.2 per cent), Japan (237.0 per cent), Norway (210.9 per cent), Germany (208.1 per cent), Canada (110.7 per cent), Finland (86.6 per cent), France (74.8 per cent), Italy (64.7 per cent), and Australia (60.8 per cent). A modest rise took place in the United States (4.6 per cent). The country with the largest decrease was Denmark, with a 65.8 per cent fall, followed by the UK (-39.7 per cent), the Netherlands (-29.9 per cent), and Belgium (-20.0 per cent).

Given the chances of losing one's job, and not being able to find a quick replacement, two other variables are relevant for a worker's security – the probability of being covered by an unemployment insurance program and the proportion of one's earnings that are replaced under the unemployment insurance program. While estimates for these variables are readily available for Canada and the United States (Osberg, Sharpe, and Smith, 2002b), they are much harder, if not impossible, to obtain for most OECD countries because of the integration of the unemployment insurance and social assistance systems. Consequently, this report uses estimates prepared by the OECD on the gross replacement rate of social benefits.

In 2001, the gross replacement rate not surprisingly varied greatly across OECD countries (Table 4). It ranged from a high of 65.5 per cent in Denmark to a low of 12.2 per cent in Japan. The rates in other countries were the following: Netherlands (50.9 per cent), Norway (41.3 per cent), Finland (39.7 per cent), Belgium (39.0 per cent), Switzerland (37.3 per cent), France (36.9 per cent), Germany (30.3 per cent), Canada (30.0 per cent), New Zealand (29.7 per cent), Sweden (25.7 per cent), Australia (24.8 per cent), Italy (20.0 per cent), UK (16.6 per cent), and the United States (14.0 per cent).

Between 1980 and 2001, the gross replacement rate fell in only two countries (Table 4). The largest decline took place in the UK (-30.7 per cent), followed by Belgium (-14.2 per cent). The largest increase in the rate occurred in Switzerland (189.9 per cent), followed by Norway (69.1 per cent), Finland (58.0 per cent), Japan (39.0 per cent), France (33.6 per cent), Denmark (26.0 per cent), Canada (18.1 per cent), the Netherlands (6.6 per cent), the United States (6.5 per cent), New Zealand (6.1 per cent), Australia (5.7 per cent), Germany (2.3 per cent), and Sweden (2.3 per cent).

A third component of security from unemployment is the degree of employment protection enjoyed by employees. Employment protection legislation is measured by the OECD's 1999 Employment Protection Indicator (EPI). This is based on dismissal procedures, notice and severance pay provision and penalties for unfair dismissal for regular workers, and restrictions on temporary contracts and renewals for temporary workers.

The measure ranges from 0 to 4, with a higher score representing greater employment protection. In the late 1990s, the highest score was recorded by Italy (3.3) and the lowest by the United States (0.2) (Table 4). The ratings in other countries in descending order were: France (3.0), Norway (2.6), Germany (2.5), Japan (2.4), Sweden (2.2), Belgium (2.1), Netherlands (2.1), Finland (2.0), Denmark (1.2), New Zealand (1.0), Switzerland (1.0), Australia (0.9), Canada (0.6), and UK (0.5).

Between the 1980s and 1990s the EPI is estimated to have remained relatively unchanged in Australia, Canada, Japan, New Zealand, Switzerland, UK, and the United States (Table 4). In all other countries except France it fell: 42.9 per cent in Denmark, 37.1 per cent in Sweden, 33.3 per cent in Belgium, 22.2 per cent in the Netherlands, 21.9 per cent in Germany, 19.5 per cent in Italy, 13.3 per cent in Norway, and 13 per cent in Finland. In France, it increased 11.1 per cent.

Overall security from the risk imposed by unemployment is modelled as a multiplicative index of the indexes of the three sub-components, namely the security from the risk of losing one's job (including unemployment trends and legislated employment protection), and the gross replacement rate for income foregone from job loss. A multiplicative approach is used because each variable represents a conditional probability – i.e. we look at the economic risk of unemployment as the chance of unemployment, the chance of getting UI benefits if unemployed and the proportion of income replaced by UI benefits received if one is unemployed and entitled to the benefits. As a result, the overall risks from unemployment arising from the variables are multiplicative. Estimates of the overall index are found in Table 4.

The overall sub-component of the security from the risk imposed by unemployment for the labour security component of the ILMW is defined as the average of the scaled values of the three variables that make up the sub-component: the average of the unemployment rate and the long-term unemployment rate, the gross replacement rate, and the index of employment protection. From 1980 to 2001, security in this area increased in eight countries and decreased in eight countries. The largest absolute change was recorded by Norway (0.057) and the largest decrease by Sweden and Germany (-0.116) (Table 9). In 2001, the highest level of security from the risk imposed by unemployment was found in Norway, followed by the Netherlands and Denmark, while the lowest level was in the United States, followed by the United Kingdom and Canada (Table 9).

Security from the risk to health imposed by employment

Data are available for many types of injuries, such as cases in which mobility is limited but no time is lost from work, cases in which a certain number of days are lost, and cases in which there is a fatality. For comparability across OECD countries and in order to obtain time series for as long a period as possible, this sub-index focuses on

trends in the rates of these last two types of work accidents, namely fatalities and cases in which at least one day is lost from work due to injury. Data from the International Labour Organization are provided in Appendix Table 9 and indexes of the trends in Table 5.

In 2001, the incidence of non-fatal workplace injuries per 100,000 workers was in descending order the following: France (4,432), Italy (4,030), Germany (4,001), Canada (3,145), Finland (2,956), Switzerland (2,580), Australia (2,058), Denmark (1,574), Norway (1,266), Sweden (970), and the United Kingdom (645). The large international variation in the incidence of injuries is surprising and may be related to differences in national definitions of injuries.

There has been a downward trend in the incidence of non-fatal workplace injuries in the vast majority of OECD countries. Between 1980 and 2001, the incidence fell 39.3 per cent in Switzerland, 35.0 per cent in Italy, 28.9 per cent in the United States, 26.5 per cent in Germany, 19.8 per cent in Belgium, 19.0 per cent in Norway, 18.3 per cent in Canada and the United Kingdom, 15.9 per cent in France, 14.1 per cent in Finland, 8.4 per cent in Denmark, and 6.4 per cent in Australia.

The incidence of workplace fatalities may be a more accurate measure of the risk to health imposed by labour market participation because the definition of workplace fatality is more precise than injury, although the range of incidence estimates is even greater than for non-fatal workplace injuries. In 2001, the incidence of workplace fatalities per 100,000 workers was the following: Italy (7.0), Canada (7.0), New Zealand (5.3), France (5.0), Australia (4.0), the United States (4.0), Germany (3.1), Switzerland (2.3), Finland (2.1), Denmark (2.0), Norway (1.6), Sweden (1.5), and the UK (0.9). The magnitude of these differences may raise some suspicion that countries differ in the extent to which fatalities are linked to workplaces (e.g. whether workplace fatalities only include deaths at the worksite or whether a later death in hospital from injuries is also counted). However, time trends within countries will generally be measured more reliably.

The downward trend in the incidence of workplace fatalities has been even stronger than that for non-fatal injuries. Between 1980 and 2001, all countries for which data are available saw a falling fatality rate, with many countries enjoying large decreases (Appendix Table 9). The largest fall was in New Zealand (68.1 per cent), followed by Belgium (66.7 per cent), Finland (64.4 per cent), Italy (59.8 per cent), UK (57.1 per cent), France (55.4 per cent), Japan (50.0 per cent), Switzerland (47.7), Australia (42.9 per cent), Germany (39.8 per cent), Denmark (33.3 per cent), the Netherlands (32.0 per cent), and Canada (6.6 per cent).

The overall sub-component on the security from the risk to health imposed by employment for the labour security component of the ILMW is defined as the average of the scaled values of the two variables that make up the sub-component: the workplace injury rate and the workplace fatality rate. From 1980 to 2001, security in this area increased in all countries except Norway. The largest absolute change was recorded by

Italy (0.240). In 2001, the highest level of security from the risk to health imposed by employment was found in the United Kingdom, followed by the Netherlands and Japan, while the lowest level was in the United States, followed by Belgium and France (Table 9).

Security from the risk imposed by poverty in retirement

What are the chances that workers will be financially secure in old age? We think of "financial security" as having the two components – avoiding deprivation and maintaining an accustomed life style.

We start with the risk of poverty in old age, modelled as poverty intensity among the elderly – i.e. the product of the poverty rate and average poverty gap for the elderly population. These data are calculated from the Luxembourg Income Study micro-data base, and are shown in Appendix Table 10. In 2001, the poverty rate and gap for households headed by a person 65 or older, based on the OECD equivalence scale of the square root of household size and a poverty definition of one half of median equivalent post-tax household income, varied widely across OECD countries.

The poverty rate was highest in Australia at 33.1 per cent, followed by the United States (24.4 per cent), Italy (14.7 per cent), UK (12.8 per cent), Norway (11.7 per cent), Belgium (10.0 per cent), Germany (7.9 per cent), Canada (6.2 per cent), Sweden (6.0 per cent), Denmark (5.7 per cent), France (5.2 per cent), Finland (4.3 per cent), and the Netherlands (2.6 per cent). The poverty gap was highest in Denmark at 48.7 per cent, followed by the Netherlands (41.4 per cent), Germany (31.6 per cent), United States (28.3 per cent), Australia (27.6 per cent), Belgium (19.6 per cent), Italy (18.3 per cent), Canada (14.8 per cent), Sweden (12.7 per cent), UK (11.7 per cent), France (11.4 per cent), Finland (9.8 per cent), and Norway (9.2 per cent).

Between 1980 and 1990 the rate of poverty intensity for elderly households fell in 10 of the 13 countries for which LIS estimates are available. The largest decline was in Canada at 83.0 per cent, followed by Finland (74.2 per cent), France (71.4 per cent), Norway (59.0 per cent), Netherlands (46.7 per cent), Germany (31.0 per cent), Denmark (23.9 per cent), United States (22.1 per cent), Italy (14.2 per cent), and the UK (13.4 per cent). The largest increase was in Australia at 162.9 per cent, followed by Sweden (22.4 per cent), and Belgium (18.6 per cent).

When they leave the workforce, individuals can expect to maintain an accustomed life style if they receive a pension with adequate income replacement. However, how likely are they to be in a pension plan and, if they are, how sure can they be of the pension benefits they will receive in their retirement years? Defined benefit pension plans provide more financial security than defined contribution plans since with the former the amount of retirement benefit is known with near certainty. Hence, three additional components of old age security are the proportion of employees covered by employer pensions; the fraction of covered workers who are in defined benefit pension plans; and the social security replacement rate, defined as the proportion of the average wage that is

replaced by social security payments. Unfortunately, comparable international estimates on these two variables have not yet been obtained. It is hoped that later versions of this report will include estimates of these three variables.

The overall sub-index of security from the risk imposed by poverty at the end of working life is the average of the indexes of the four sub-components, namely the security from the risk of elderly poverty, the proportion of workers covered by a retirement plan, the proportion of retirement plan members covered by a defined benefit plan, and the social security replacement rate. Because of lack of information for the last three of these variables, only the first variable has been used in this report.

The overall sub-component on the security from the risk imposed by poverty at the end of working life is defined as the scaled value of the only variable currently available for this sub-component: the poverty intensity for the elderly. From 1980 to 2001, security in this area increased in eight countries and decreased in five countries (no estimates were available for three countries). The largest absolute change was recorded by Canada (0.482) and the largest decrease by Denmark (-0.237) (Table 9). In 2001, the highest level of security from the risk imposed by poverty at the end of working life was found in Finland, followed by France and Sweden, while the lowest level was in Australia, followed by Denmark and the United States (Table 9).

Overall index of labour market security

The overall labour market security component of the ILMW is defined as the average of the scaled value of the three sub-components: security from the risk of imposed by unemployment, security from the risk to health imposed by employment, and security from the risk imposed by poverty at the end of working life. Trends for 16 OECD countries are found in Table 7 and in Chart 7 for G-7 countries and in Chart 8 for 9 non-G-7 OECD countries. From 1980 to 2001, the labour market security component of the ILMW increased in 12 countries and decreased in four countries. The largest percentage point increases were recorded by France (0.179) and the largest decrease by Denmark (-0.079) (Table 9). In 2001, the highest level of labour market security was found in Norway, followed by Sweden and Finland, while the lowest level was in the United States, followed by Australia and Germany (Table 9).

Overall Index of Labour Market Well-being

The overall Index of Labour Market Well-being is defined as the average of the scaled value of the four components: labour market income, human capital, labour market equality, and labour market security. Each component can be assigned a weight based on any chosen criteria, but for discussion purposes equal weights have been arbitrarily assigned.

Trends for 16 OECD countries are found in Table 8 and in Chart 9 for G-7 countries and in Chart 10 for 9 non-G-7 OECD countries. From 1980 to 2001, the Index increased in all countries. The largest percentage point increases were recorded by Finland (0.1989), followed by Norway (0.1906), and Japan (0.1687) and the smallest by New Zealand (0.0290) and Denmark (0.0323) (Table 9). Canada had the fourth largest increase.

In 2001, the highest level of labour market well-being among the 16 countries included in this study was found in Norway, followed by Belgium and Switzerland, while the lowest level was in New Zealand, followed by the United States and Italy (Table 9). Canada ranked 10th out of 16.

A Comparison of the Index of Labour Market Well-being with the Unemployment Rate in OECD Countries

The unemployment rate has often been pointed to and used as an indicator of labour market well-being. But although the unemployment rate enters directly into our labour market security component, its financial impact can, in principle, be offset by unemployment insurance. By itself, the unemployment rate cannot capture all the dimensions of well-being associated with the labour market. The relationship between the unemployment rate and broader measures of labour market welfare such as the Index of Labour Market Well-being is an empirical issue.

Chart 27 plots the standardized scaled unemployment rate and the Index of Labour Market Well-being in 16 OECD countries. There appears to be basically no relationship between the level of the unemployment rate and the level of the Index. The United States, with one of the lowest unemployment rates, had the lowest level of labour market well-being. On the other hand, high unemployment Belgium ranked 3rd in terms of labour market well-being.

On the other hand, Chart 28 shows that there appears to be a weak negative relationship between changes over time in the Index of Labour Market Well-being and changes in the unemployment rate. The two countries with the largest percentage point increase in the Index of Labour Market Well-being over the 1980-2001 period were among the countries with the largest decline in their unemployment rate. Equally, two of the three countries with the smallest increase in the Index had the two largest increases in the unemployment rate.

Charts 11 to 26 plot the scaled values of the standardized unemployment rate and the Index of Labour Market Well-being for 16 OECD countries over the 1980-2001 period. The absolute changes (percentage points in terms of the 0-1 scale) in the two variables relative to the 1980 value are also plotted. One notes that the unemployment rate exhibits much more variability than the Index. This is not surprising as the ILMW includes many non-cyclical variables (such as educational attainment) – and this inclusion will dampen the cyclical variability of the Index. Over the period in almost all

countries the unemployment rate did worse than the Index. This indicates that the deterioration of employment opportunities as represented by the unemployment rate over the 1980-2001 period in OECD countries appears to have been worse than the deterioration of overall labour market well-being.

Conclusion

This report on the Index of Labour Market Well-being represents a first attempt to construct a measure of labour market well-being for OECD countries based on the framework developed in the Index of Economic Well-being. A major limitation has been the lack of data for a number of the variables. Future work will hopefully fill these gaps and permit the development of more comprehensive and reliable estimates of the various components of the Index as better data sources are identified and data obtained. Nevertheless, we believe that the current report, despite its exploratory nature, provides significant insight into trends in labour market well-being in OECD countries over the last two decades.

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Table 1: Index of Labour Market Income

	Australia			Belgium			Canada			Denmark		
	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income
	A	B	C=(A+B)/ 2	A	B	C=(A+B)/ 2	A	B	C=(A+B)/ 2	A	B	C=(A+B)/ 2
1980	0.189	0.258	0.223	0.509	0.576	0.543	0.270	0.323	0.296	0.424	0.338	0.381
1981	0.201	0.275	0.238	0.536	0.597	0.567	0.276	0.330	0.303	0.382	0.293	0.338
1982	0.210	0.280	0.245	0.538	0.587	0.563	0.299	0.350	0.324	0.394	0.307	0.350
1983	0.223	0.290	0.256	0.550	0.590	0.570	0.296	0.344	0.320	0.397	0.312	0.355
1984	0.221	0.296	0.258	0.555	0.611	0.583	0.309	0.361	0.335	0.372	0.285	0.329
1985	0.229	0.305	0.267	0.558	0.620	0.589	0.317	0.376	0.347	0.361	0.285	0.323
1986	0.224	0.289	0.256	0.576	0.631	0.603	0.318	0.376	0.347	0.360	0.271	0.316
1987	0.206	0.272	0.239	0.591	0.640	0.615	0.322	0.387	0.355	0.401	0.303	0.352
1988	0.189	0.260	0.225	0.597	0.643	0.620	0.332	0.405	0.369	0.402	0.315	0.359
1989	0.196	0.263	0.230	0.587	0.622	0.605	0.339	0.411	0.375	0.423	0.322	0.373
1990	0.197	0.264	0.230	0.621	0.671	0.646	0.360	0.429	0.394	0.430	0.319	0.374
1991	0.217	0.282	0.249	0.697	0.731	0.714	0.389	0.452	0.420	0.441	0.325	0.383
1992	0.248	0.318	0.283	0.731	0.757	0.744	0.408	0.471	0.440	0.430	0.326	0.378
1993	0.267	0.358	0.313	0.762	0.757	0.759	0.405	0.469	0.437	0.470	0.345	0.407
1994	0.277	0.373	0.325	0.787	0.786	0.786	0.391	0.463	0.427	0.450	0.372	0.411
1995	0.274	0.367	0.320	0.767	0.791	0.779	0.386	0.454	0.420	0.476	0.373	0.425
1996	0.299	0.394	0.347	0.786	0.787	0.787	0.441	0.529	0.485	0.483	0.387	0.435
1997	0.336	0.443	0.389	0.796	0.811	0.803	0.460	0.556	0.508	0.475	0.386	0.431
1998	0.353	0.462	0.407	0.798	0.816	0.807	0.471	0.567	0.519	0.521	0.434	0.477
1999	0.373	0.491	0.432	0.856	0.826	0.841	0.506	0.614	0.560	0.522	0.453	0.487
2000	0.363	0.474	0.419	0.897	0.848	0.873	0.561	0.687	0.624	0.555	0.459	0.507
2001	0.393	0.502	0.448	0.917	0.867	0.892	0.592	0.714	0.653	0.585	0.474	0.530

Source: Appendix Table 1 and 2

Table 1: Index of Labour Market Income

	Finland			France			Germany			Italy		
	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income
	A	B	C=(A+B)/2	A	B	C=(A+B)/2	A	B	C=(A+B)/2	A	B	C=(A+B)/2
1980	0.083	0.105	0.094	0.312	0.372	0.342	0.376	0.406	0.391	0.390	0.421	0.406
1981	0.104	0.126	0.115	0.354	0.404	0.379	0.395	0.418	0.407	0.415	0.447	0.431
1982	0.113	0.127	0.120	0.395	0.428	0.412	0.396	0.419	0.407	0.414	0.441	0.428
1983	0.123	0.139	0.131	0.407	0.439	0.423	0.405	0.427	0.416	0.428	0.450	0.439
1984	0.129	0.148	0.139	0.424	0.451	0.437	0.421	0.442	0.432	0.444	0.460	0.452
1985	0.154	0.176	0.165	0.443	0.464	0.453	0.444	0.452	0.448	0.464	0.475	0.470
1986	0.185	0.203	0.194	0.442	0.457	0.450	0.456	0.462	0.459	0.464	0.473	0.468
1987	0.213	0.250	0.232	0.452	0.465	0.459	0.478	0.478	0.478	0.490	0.500	0.495
1988	0.217	0.267	0.242	0.464	0.480	0.472	0.494	0.496	0.495	0.523	0.552	0.538
1989	0.250	0.298	0.274	0.487	0.494	0.491	0.517	0.504	0.510	0.551	0.582	0.566
1990	0.294	0.331	0.312	0.458	0.462	0.460	0.557	0.522	0.540	0.494	0.516	0.505
1991	0.336	0.370	0.353	0.477	0.475	0.476	0.457	0.394	0.426	0.569	0.600	0.585
1992	0.337	0.384	0.361	0.525	0.532	0.529	0.496	0.448	0.472	0.604	0.616	0.610
1993	0.338	0.371	0.354	0.529	0.534	0.532	0.511	0.450	0.480	0.637	0.654	0.646
1994	0.325	0.378	0.352	0.530	0.533	0.531	0.520	0.459	0.489	0.643	0.659	0.651
1995	0.319	0.368	0.344	0.552	0.539	0.545	0.551	0.479	0.515	0.639	0.656	0.647
1996	0.330	0.392	0.361	0.563	0.547	0.555	0.572	0.489	0.531	0.643	0.661	0.652
1997	0.339	0.398	0.368	0.571	0.554	0.562	0.579	0.491	0.535	0.662	0.687	0.675
1998	0.359	0.411	0.385	0.583	0.566	0.574	0.584	0.492	0.538	0.623	0.632	0.627
1999	0.421	0.491	0.456	0.587	0.565	0.576	0.578	0.478	0.528	0.629	0.635	0.632
2000	0.463	0.512	0.488	0.598	0.573	0.585	0.586	0.475	0.531	0.611	0.613	0.612
2001	0.495	0.532	0.514	0.651	0.584	0.618	0.593	0.471	0.532	0.594	0.581	0.588

Table 1: Index of Labour Market Income

	Japan			Nether-lands			New Zealand			Norway		
	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income
	A	B	C=(A+B)/2	A	B	C=(A+B)/2	A	B	C=(A+B)/2	A	B	C=(A+B)/2
1980	0.116	0.270	0.193	0.624	0.509	0.566	0.172	0.223	0.198	0.210	0.097	0.153
1981	0.135	0.292	0.214	0.575	0.452	0.514	0.185	0.240	0.212	0.201	0.083	0.142
1982	0.151	0.315	0.233	0.567	0.438	0.502	0.172	0.223	0.198	0.212	0.089	0.151
1983	0.157	0.320	0.239	0.568	0.433	0.500	0.113	0.146	0.130	0.220	0.094	0.157
1984	0.162	0.333	0.248	0.557	0.416	0.486	0.103	0.133	0.118	0.233	0.105	0.169
1985	0.174	0.344	0.259	0.555	0.409	0.482	0.103	0.132	0.118	0.249	0.118	0.183
1986	0.180	0.355	0.268	0.553	0.435	0.494	0.089	0.114	0.101	0.334	0.203	0.268
1987	0.198	0.381	0.290	0.460	0.366	0.413	0.086	0.110	0.098	0.368	0.222	0.295
1988	0.217	0.406	0.311	0.469	0.351	0.410	0.097	0.122	0.109	0.384	0.240	0.312
1989	0.239	0.427	0.333	0.469	0.344	0.407	0.110	0.133	0.121	0.376	0.229	0.302
1990	0.192	0.339	0.266	0.483	0.347	0.415	0.105	0.122	0.114	0.386	0.234	0.310
1991	0.295	0.468	0.381	0.500	0.345	0.422	0.111	0.122	0.117	0.412	0.257	0.335
1992	0.304	0.461	0.382	0.546	0.366	0.456	0.113	0.129	0.121	0.445	0.296	0.371
1993	0.330	0.462	0.396	0.577	0.374	0.476	0.108	0.136	0.122	0.443	0.293	0.368
1994	0.349	0.482	0.415	0.550	0.368	0.459	0.107	0.138	0.122	0.473	0.321	0.397
1995	0.368	0.499	0.434	0.605	0.402	0.504	0.108	0.135	0.121	0.486	0.322	0.404
1996	0.380	0.520	0.450	0.594	0.409	0.501	0.103	0.127	0.115	0.478	0.310	0.394
1997	0.400	0.529	0.464	0.599	0.408	0.503	0.106	0.125	0.116	0.498	0.325	0.411
1998	0.446	0.574	0.510	0.610	0.406	0.508	0.119	0.143	0.131	0.578	0.402	0.490
1999	0.501	0.623	0.562	0.638	0.417	0.528	0.115	0.145	0.130	0.598	0.419	0.509
2000	0.520	0.656	0.588	0.632	0.440	0.536	0.125	0.146	0.135	0.642	0.447	0.544
2001	0.558	0.688	0.623	0.672	0.450	0.561	0.127	0.148	0.138	0.677	0.470	0.574

Table 1: Index of Labour Market Income

	Sweden			Switzer-land			United Kingdom			United States		
	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income	Scaled Compen-sation per Hour	Scaled Compen-sation per Worker	Index of Labour Market Income
	A	B	C=(A+B)/ 2	A	B	C=(A+B)/ 2	A	B	C=(A+B)/ 2	A	B	C=(A+B)/ 2
1980	0.296	0.186	0.241	0.518	0.529	0.523	0.105	0.099	0.102	0.429	0.539	0.484
1981	0.301	0.186	0.244	0.522	0.530	0.526	0.142	0.119	0.130	0.434	0.538	0.486
1982	0.278	0.170	0.224	0.524	0.530	0.527	0.143	0.126	0.134	0.441	0.544	0.493
1983	0.258	0.153	0.205	0.544	0.550	0.547	0.169	0.152	0.160	0.440	0.554	0.497
1984	0.263	0.159	0.211	0.541	0.544	0.542	0.186	0.180	0.183	0.445	0.572	0.508
1985	0.267	0.167	0.217	0.561	0.563	0.562	0.182	0.192	0.187	0.464	0.593	0.529
1986	0.291	0.190	0.240	0.574	0.574	0.574	0.209	0.226	0.217	0.481	0.609	0.545
1987	0.322	0.230	0.276	0.575	0.572	0.573	0.234	0.253	0.244	0.493	0.629	0.561
1988	0.320	0.239	0.279	0.585	0.581	0.583	0.230	0.268	0.249	0.512	0.657	0.585
1989	0.346	0.267	0.306	0.604	0.598	0.601	0.241	0.276	0.259	0.506	0.656	0.581
1990	0.383	0.305	0.344	0.623	0.617	0.620	0.259	0.290	0.274	0.523	0.671	0.597
1991	0.387	0.301	0.344	0.620	0.610	0.615	0.265	0.298	0.281	0.537	0.680	0.609
1992	0.401	0.328	0.364	0.643	0.636	0.640	0.303	0.322	0.313	0.556	0.706	0.631
1993	0.410	0.349	0.380	0.629	0.622	0.625	0.314	0.332	0.323	0.561	0.720	0.641
1994	0.413	0.373	0.393	0.614	0.616	0.615	0.322	0.351	0.337	0.568	0.730	0.649
1995	0.400	0.366	0.383	0.644	0.631	0.638	0.323	0.353	0.338	0.573	0.743	0.658
1996	0.439	0.416	0.427	0.650	0.635	0.642	0.322	0.351	0.336	0.592	0.760	0.676
1997	0.453	0.436	0.445	0.674	0.657	0.666	0.337	0.368	0.352	0.605	0.786	0.695
1998	0.444	0.427	0.436	0.680	0.664	0.672	0.359	0.392	0.376	0.646	0.841	0.744
1999	0.426	0.411	0.418	0.681	0.671	0.676	0.381	0.411	0.396	0.675	0.874	0.774
2000	0.411	0.386	0.399	0.702	0.671	0.686	0.388	0.412	0.400	0.714	0.917	0.816
2001	0.431	0.395	0.413	0.710	0.676	0.693	0.398	0.425	0.412	0.722	0.914	0.818

Table 2: Human Capital
average years of schooling in the population

	Australia	Scaled	Belgium	Scaled	Canada	Scaled	Denmark	Scaled	Finland	Scaled	France	Scaled	Germany	Scaled	Italy	Scaled
1980	12.41	0.785	9.36	0.391	12.13	0.749	11.54	0.672	9.94	0.466	9.86	0.455	12.01	0.733	6.98	0.083
1981	*12.48*	0.794	*9.43*	0.400	*12.20*	0.757	*11.57*	0.676	*10.05*	0.479	*9.92*	0.463	*12.12*	0.747	*7.08*	0.097
1982	*12.55*	0.803	*9.51*	0.410	*12.26*	0.766	*11.60*	0.680	*10.15*	0.493	*9.98*	0.471	*12.22*	0.761	*7.19*	0.110
1983	*12.62*	0.812	*9.58*	0.419	*12.33*	0.774	*11.62*	0.683	*10.26*	0.507	*10.04*	0.479	*12.33*	0.775	*7.29*	0.124
1984	*12.69*	0.821	*9.65*	0.429	*12.39*	0.783	*11.65*	0.687	*10.37*	0.521	*10.10*	0.486	*12.44*	0.789	*7.40*	0.138
1985	12.76	0.830	9.73	0.439	12.46	0.791	11.68	0.691	10.48	0.536	10.16	0.494	12.55	0.803	7.51	0.152
1986	*12.78*	0.833	*9.80*	0.448	*12.52*	0.799	*11.69*	0.692	*10.58*	0.548	*10.22*	0.502	*12.63*	0.813	*7.61*	0.165
1987	*12.81*	0.836	*9.87*	0.457	*12.57*	0.806	*11.70*	0.693	*10.67*	0.561	*10.28*	0.509	*12.71*	0.823	*7.72*	0.179
1988	*12.83*	0.839	*9.94*	0.466	*12.63*	0.813	*11.71*	0.694	*10.77*	0.573	*10.33*	0.517	*12.79*	0.834	*7.82*	0.192
1989	*12.86*	0.842	*10.01*	0.475	*12.68*	0.820	*11.72*	0.696	*10.87*	0.586	*10.39*	0.524	*12.87*	0.844	*7.93*	0.206
1990	12.88	0.846	10.08	0.484	12.74	0.828	11.73	0.697	10.97	0.599	10.45	0.532	12.95	0.855	8.04	0.220
1991	*12.91*	0.849	*10.16*	0.494	*12.79*	0.834	*11.76*	0.701	*11.05*	0.610	*10.51*	0.539	*12.89*	0.847	*8.15*	0.235
1992	*12.93*	0.852	*10.24*	0.505	*12.84*	0.841	*11.79*	0.704	*11.14*	0.621	*10.57*	0.547	*12.93*	0.853	*8.27*	0.250
1993	*12.96*	0.856	*10.32*	0.515	*12.90*	0.848	*11.81*	0.708	*11.23*	0.632	*10.63*	0.555	*12.98*	0.858	*8.38*	0.265
1994	*12.98*	0.859	*10.41*	0.526	*12.95*	0.854	*11.84*	0.711	*11.31*	0.643	*10.69*	0.562	*13.02*	0.863	*8.50*	0.280
1995	13.01	0.862	10.49	0.537	13.00	0.861	11.87	0.715	11.40	0.654	*10.75*	0.570	13.06	0.869	8.62	0.295
1996	*13.04*	0.866	*10.57*	0.548	*13.05*	0.868	*11.90*	0.719	*11.49*	0.666	*10.81*	0.578	*13.10*	0.874	*8.74*	0.311
1997	*13.06*	0.869	*10.66*	0.559	*13.11*	0.875	*11.93*	0.722	*11.58*	0.677	*10.87*	0.586	*13.14*	0.880	*8.86*	0.327
1998	*13.09*	0.873	*10.74*	0.570	*13.16*	0.882	*11.95*	0.726	*11.67*	0.689	*10.93*	0.594	*13.19*	0.885	*8.99*	0.343
1999	*13.11*	0.876	*10.83*	0.581	*13.21*	0.888	*11.98*	0.730	*11.76*	0.700	*10.99*	0.602	*13.23*	0.891	*9.11*	0.359
2000	*13.14*	0.879	*10.92*	0.592	*13.27*	0.895	*12.01*	0.733	*11.85*	0.712	*11.06*	0.610	*13.27*	0.896	*9.24*	0.376
2001	*13.17*	0.883	*11.00*	0.603	*13.32*	0.902	*12.04*	0.737	*11.94*	0.724	*11.12*	0.618	*13.32*	0.902	*9.37*	0.392

Source:
Average years of schooling for 1980, 1985, 1990 and 1995 from De la Fuente, A. and R. Domenech, "Attainment Levels in OECD Countries" v. 2.0, January 2001. Avaliable at http://iei.uv.es/~rdomenec/human.html. Data for years between based on linear interpolation. For France, Japan, Spain and the UK, data are only available to 1990, and data for subsequent years are based on the 1985-1990 average annual growth rate. For all other countries data after 1995 are based on the 1990-1995 average annual growth rate.
Data for Germany are for West Germany until 1990 and Unified Germany thereafter (the value for Unified Germany in 1990 is 12.85).

Table 2: Human Capital
average years of schooling in the population

	Japan	Scaled	Nether-lands	Scaled	New Zealand	Scaled	Norway	Scaled	Sweden	Scaled	Switzer-land	Scaled	UK	Scaled	US	Scaled
1980	10.42	0.528	9.88	0.458	11.60	0.680	10.57	0.547	9.60	0.422	11.63	0.684	9.77	0.444	12.15	0.751
1981	*10.50*	0.538	*9.99*	0.472	*11.65*	0.687	*10.64*	0.556	*9.70*	0.435	*11.69*	0.692	*9.84*	0.453	*12.21*	0.759
1982	*10.59*	0.549	*10.09*	0.485	*11.70*	0.694	*10.70*	0.564	*9.80*	0.448	*11.75*	0.699	*9.92*	0.463	*12.27*	0.766
1983	*10.67*	0.560	*10.20*	0.499	*11.76*	0.700	*10.77*	0.573	*9.90*	0.461	*11.81*	0.707	*10.00*	0.473	*12.32*	0.774
1984	*10.75*	0.571	*10.31*	0.514	*11.81*	0.707	*10.83*	0.581	*10.01*	0.474	*11.87*	0.715	*10.07*	0.483	*12.38*	0.781
1985	10.84	0.582	10.42	0.528	11.86	0.714	10.90	0.590	10.11	0.488	11.93	0.723	10.15	0.493	12.44	0.789
1986	*10.92*	0.592	*10.52*	0.541	*11.91*	0.720	*10.94*	0.595	*10.21*	0.501	*11.99*	0.731	*10.22*	0.502	*12.49*	0.795
1987	*11.00*	0.602	*10.63*	0.555	*11.96*	0.727	*10.98*	0.601	*10.31*	0.514	*12.05*	0.738	*10.30*	0.512	*12.53*	0.801
1988	*11.08*	0.613	*10.73*	0.568	*12.01*	0.733	*11.03*	0.606	*10.41*	0.527	*12.11*	0.746	*10.37*	0.521	*12.58*	0.807
1989	*11.16*	0.623	*10.84*	0.582	*12.06*	0.740	*11.07*	0.611	*10.52*	0.540	*12.17*	0.754	*10.44*	0.531	*12.62*	0.812
1990	11.24	0.634	10.95	0.596	12.11	0.746	11.11	0.617	10.62	0.554	12.23	0.762	10.52	0.541	12.67	0.818
1991	*11.32*	0.644	*11.04*	0.607	*12.14*	0.750	*11.20*	0.628	*10.72*	0.567	*12.28*	0.769	*10.60*	0.550	*12.74*	0.827
1992	*11.40*	0.655	*11.12*	0.619	*12.17*	0.754	*11.29*	0.640	*10.83*	0.580	*12.34*	0.775	*10.67*	0.560	*12.80*	0.836
1993	*11.49*	0.666	*11.21*	0.630	*12.20*	0.758	*11.38*	0.652	*10.93*	0.594	*12.39*	0.782	*10.75*	0.570	*12.87*	0.845
1994	*11.57*	0.676	*11.30*	0.642	*12.23*	0.762	*11.47*	0.663	*11.03*	0.607	*12.45*	0.789	*10.83*	0.580	*12.94*	0.854
1995	*11.65*	0.687	11.39	0.653	12.26	0.765	11.56	0.675	11.14	0.621	12.50	0.797	*10.90*	0.590	13.01	0.862
1996	*11.74*	0.698	*11.48*	0.665	*12.29*	0.769	*11.65*	0.687	*11.25*	0.635	*12.55*	0.804	*10.98*	0.600	*13.08*	0.871
1997	*11.82*	0.709	*11.57*	0.676	*12.32*	0.773	*11.75*	0.699	*11.36*	0.649	*12.61*	0.811	*11.06*	0.611	*13.15*	0.880
1998	*11.91*	0.720	*11.66*	0.688	*12.35*	0.777	*11.84*	0.711	*11.46*	0.663	*12.66*	0.818	*11.14*	0.621	*13.22*	0.889
1999	*12.00*	0.732	*11.75*	0.700	*12.38*	0.781	*11.93*	0.723	*11.57*	0.677	*12.72*	0.825	*11.22*	0.631	*13.29*	0.898
2000	*12.08*	0.743	*11.85*	0.712	*12.41*	0.785	*12.03*	0.736	*11.69*	0.691	*12.78*	0.832	*11.30*	0.642	*13.36*	0.908
2001	*12.17*	0.754	*11.94*	0.724	*12.44*	0.789	*12.12*	0.748	*11.80*	0.706	*12.83*	0.839	*11.38*	0.652	*13.43*	0.917

Table 3: Labour Market Equality

	Australia			Belgium			Canada			Denmark		
	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A
1980	0.721	0.569	0.721	0.831	0.796	0.831	0.472	0.145	0.472	0.874	na	0.874
1981	0.725	0.552	0.725	0.831	0.796	0.831	0.464	0.145	0.464	0.871	na	0.871
1982	0.710	0.567	0.710	0.831	0.796	0.831	0.446	0.145	0.446	0.868	na	0.868
1983	0.710	0.525	0.710	0.831	0.796	0.831	0.427	0.145	0.427	0.869	na	0.869
1984	0.710	0.531	0.710	0.831	0.796	0.831	0.408	0.145	0.408	0.863	na	0.863
1985	0.747	0.563	0.747	0.831	0.796	0.831	0.388	0.145	0.388	0.868	na	0.868
1986	0.714	0.556	0.714	0.835	0.817	0.835	0.368	0.145	0.368	0.862	na	0.862
1987	0.729	0.539	0.729	0.835	0.809	0.835	0.369	0.145	0.369	0.862	na	0.862
1988	0.710	0.525	0.710	0.835	0.832	0.835	0.369	0.145	0.369	0.868	na	0.868
1989	0.714	0.534	0.714	0.838	0.805	0.838	0.373	0.145	0.373	0.866	na	0.866
1990	0.729	0.524	0.729	0.842	0.822	0.842	0.378	0.145	0.378	0.869	na	0.869
1991	0.722	0.553	0.722	0.842	0.825	0.842	0.424	0.145	0.424	0.869	na	0.869
1992	0.725	0.556	0.725	0.838	0.812	0.838	0.414	0.145	0.414	0.869	na	0.869
1993	0.733	0.582	0.733	0.849	0.833	0.849	0.462	0.145	0.462	0.869	na	0.869
1994	0.715	0.570	0.715	0.849	0.809	0.849	0.424	0.145	0.424	0.869	na	0.869
1995	0.704	0.556	0.704	0.849	0.828	0.849	0.424	0.145	0.424	0.869	na	0.869
1996	0.704	0.586	0.704	0.849	0.828	0.849	0.424	0.145	0.424	0.869	na	0.869
1997	0.704	0.616	0.704	0.849	0.828	0.849	0.424	0.145	0.424	0.869	na	0.869
1998	0.704	0.621	0.704	0.849	0.828	0.849	0.424	0.145	0.424	0.869	na	0.869
1999	0.704	0.537	0.704	0.849	0.828	0.849	0.424	0.145	0.424	0.869	na	0.869
2000	0.704	0.537	0.704	0.849	0.828	0.849	0.424	0.145	0.424	0.869	na	0.869
2001	0.704	0.537	0.704	0.849	0.828	0.849	0.424	0.145	0.424	0.869	na	0.869

Source: Appendix Table 8.

Table 3: Labour Market Equality

	Finland			France			Germany			Italy		
	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A
1980	0.805	0.887	0.805	0.629	0.579	0.629	0.754	0.535	0.754	0.765	0.612	0.765
1981	0.802	0.887	0.802	0.637	0.579	0.637	0.754	0.535	0.754	0.757	0.612	0.757
1982	0.799	0.887	0.799	0.642	0.579	0.642	0.754	0.535	0.754	0.815	0.612	0.815
1983	0.796	0.887	0.796	0.655	0.579	0.655	0.754	0.535	0.754	0.796	0.612	0.796
1984	0.796	0.887	0.796	0.667	0.579	0.667	0.733	0.535	0.733	0.795	0.612	0.795
1985	0.796	0.887	0.796	0.660	0.579	0.660	0.769	0.521	0.769	0.795	0.612	0.795
1986	0.796	0.887	0.796	0.648	0.579	0.648	0.776	0.518	0.776	0.795	0.612	0.795
1987	0.792	0.887	0.792	0.644	0.579	0.644	0.787	0.524	0.787	0.814	0.612	0.814
1988	0.806	0.887	0.806	0.635	0.579	0.635	0.794	0.568	0.794	0.842	0.612	0.842
1989	0.782	0.887	0.782	0.624	0.579	0.624	0.805	0.574	0.805	0.871	0.612	0.871
1990	0.796	0.887	0.796	0.628	0.579	0.628	0.794	0.613	0.794	0.842	0.612	0.842
1991	0.814	0.887	0.814	0.628	0.579	0.628	0.818	0.547	0.818	0.814	0.612	0.814
1992	0.827	0.887	0.827	0.635	0.579	0.635	0.809	0.590	0.809	0.772	0.612	0.772
1993	0.841	0.887	0.841	0.628	0.579	0.628	0.836	0.624	0.836	0.730	0.612	0.730
1994	0.822	0.887	0.822	0.624	0.579	0.624	0.836	0.660	0.836	0.730	0.612	0.730
1995	0.822	0.887	0.822	0.624	0.579	0.624	0.836	0.665	0.836	0.730	0.612	0.730
1996	0.822	0.887	0.822	0.624	0.579	0.624	0.836	0.589	0.836	0.730	0.612	0.730
1997	0.822	0.887	0.822	0.624	0.579	0.624	0.836	0.629	0.836	0.730	0.612	0.730
1998	0.822	0.887	0.822	0.624	0.579	0.624	0.836	0.594	0.836	0.730	0.612	0.730
1999	0.822	0.887	0.822	0.624	0.579	0.624	0.836	0.594	0.836	0.730	0.612	0.730
2000	0.822	0.887	0.822	0.624	0.579	0.624	0.836	0.594	0.836	0.730	0.612	0.730
2001	0.822	0.887	0.822	0.624	0.579	0.624	0.836	0.594	0.836	0.730	0.612	0.730

Table 3: Labour Market Equality

	Japan			Netherlands			New Zealand			Norway		
	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A
1980	0.684	0.370	0.684	0.794	0.595	0.794	0.710	0.428	0.710	0.893	na	0.893
1981	0.676	0.358	0.676	0.794	0.616	0.794	0.710	0.428	0.710	0.893	na	0.893
1982	0.669	0.350	0.669	0.794	0.670	0.794	0.710	0.428	0.710	0.893	na	0.893
1983	0.658	0.360	0.658	0.794	0.700	0.794	0.710	0.428	0.710	0.894	na	0.894
1984	0.654	0.355	0.654	0.794	0.695	0.794	0.710	0.428	0.710	0.888	na	0.888
1985	0.661	0.348	0.661	0.794	0.667	0.794	0.716	0.428	0.716	0.882	na	0.882
1986	0.654	0.355	0.654	0.787	0.653	0.787	0.721	0.428	0.721	0.876	na	0.876
1987	0.654	0.364	0.654	0.790	0.670	0.790	0.712	0.428	0.712	0.870	na	0.870
1988	0.654	0.373	0.654	0.776	0.644	0.776	0.703	0.428	0.703	0.887	na	0.887
1989	0.651	0.381	0.651	0.773	0.641	0.773	0.690	0.428	0.690	0.903	na	0.903
1990	0.651	0.398	0.651	0.773	0.633	0.773	0.676	0.428	0.676	0.907	na	0.907
1991	0.663	0.421	0.663	0.773	0.617	0.773	0.672	0.428	0.672	0.910	na	0.910
1992	0.679	0.463	0.679	0.773	0.625	0.773	0.669	0.428	0.669	0.908	na	0.908
1993	0.678	0.471	0.678	0.777	0.650	0.777	0.672	0.428	0.672	0.906	na	0.906
1994	0.683	0.485	0.683	0.776	0.638	0.776	0.676	0.428	0.676	0.906	na	0.906
1995	0.683	0.493	0.683	0.776	0.557	0.776	0.676	0.428	0.676	0.906	na	0.906
1996	0.683	0.494	0.683	0.776	0.554	0.776	0.676	0.428	0.676	0.906	na	0.906
1997	0.683	0.501	0.683	0.776	0.526	0.776	0.676	0.428	0.676	0.906	na	0.906
1998	0.683	0.519	0.683	0.776	0.526	0.776	0.676	0.428	0.676	0.906	na	0.906
1999	0.683	0.525	0.683	0.776	0.526	0.776	0.676	0.428	0.676	0.906	na	0.906
2000	0.683	0.525	0.683	0.776	0.526	0.776	0.676	0.428	0.676	0.906	na	0.906
2001	0.683	0.525	0.683	0.776	0.526	0.776	0.676	0.428	0.676	0.906	na	0.906

Table 3: Labour Market Equality

	Sweden			Switzerland			United Kingdom			United States		
	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A	Index of 9th to 1st earnings decile ratio A	Index of the Incidence of low wage employ-ment B	Overall Index of Labour Market Equality C=A
1980	0.897	0.917	0.897	0.747	0.591	0.747	0.732	0.396	0.732	0.291	0.216	0.291
1981	0.896	0.917	0.896	0.747	0.591	0.747	0.707	0.396	0.707	0.267	0.212	0.267
1982	0.905	0.917	0.905	0.747	0.591	0.747	0.695	0.389	0.695	0.247	0.194	0.247
1983	0.917	0.917	0.917	0.747	0.591	0.747	0.692	0.390	0.692	0.227	0.282	0.227
1984	0.901	0.917	0.901	0.747	0.591	0.747	0.676	0.357	0.676	0.207	0.234	0.207
1985	0.891	0.917	0.891	0.747	0.591	0.747	0.673	0.346	0.673	0.186	0.143	0.186
1986	0.890	0.917	0.890	0.747	0.591	0.747	0.665	0.333	0.665	0.145	0.157	0.145
1987	0.886	0.917	0.886	0.747	0.591	0.747	0.641	0.315	0.641	0.135	0.149	0.135
1988	0.886	0.917	0.886	0.747	0.591	0.747	0.634	0.302	0.634	0.121	0.127	0.121
1989	0.879	0.917	0.879	0.747	0.591	0.747	0.626	0.297	0.626	0.137	0.152	0.137
1990	0.904	0.917	0.904	0.747	0.591	0.747	0.622	0.304	0.622	0.175	0.175	0.175
1991	0.882	0.917	0.882	0.747	0.591	0.747	0.626	0.323	0.626	0.165	0.192	0.165
1992	0.883	0.917	0.883	0.758	0.591	0.758	0.618	0.312	0.618	0.159	0.167	0.159
1993	0.877	0.917	0.877	0.751	0.591	0.751	0.614	0.320	0.614	0.153	0.135	0.153
1994	0.877	0.917	0.877	0.762	0.591	0.762	0.618	0.320	0.618	0.084	0.088	0.084
1995	0.877	0.917	0.877	0.748	0.591	0.748	0.602	0.299	0.602	0.083	0.083	0.083
1996	0.877	0.917	0.877	0.748	0.591	0.748	0.602	0.306	0.602	0.083	0.085	0.083
1997	0.877	0.917	0.877	0.748	0.591	0.748	0.602	0.311	0.602	0.083	0.096	0.083
1998	0.877	0.917	0.877	0.748	0.591	0.748	0.602	0.303	0.602	0.083	0.110	0.083
1999	0.877	0.917	0.877	0.748	0.591	0.748	0.602	0.317	0.602	0.083	0.110	0.083
2000	0.877	0.917	0.877	0.748	0.591	0.748	0.602	0.317	0.602	0.083	0.110	0.083
2001	0.877	0.917	0.877	0.748	0.591	0.748	0.602	0.317	0.602	0.083	0.110	0.083

Table 4: Index of the Risk Imposed by Unemployment

Australia

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	6.19	0.623	1.22	0.788	0.705	*23.5*	0.36	*0.9*	0.233	0.059
1981	5.87	0.639	1.23	0.787	0.713	22.1	0.34	*0.9*	0.233	0.057
1982	7.13	0.575	1.35	0.774	0.674	*22.2*	0.34	*0.9*	0.233	0.054
1983	9.96	0.431	2.74	0.623	0.527	22.2	0.34	*0.9*	0.233	0.042
1984	8.99	0.480	2.80	0.616	0.548	*22.9*	0.35	*0.9*	0.233	0.045
1985	8.26	0.517	2.55	0.644	0.580	23.5	0.36	*0.9*	0.233	0.048
1986	7.93	0.534	2.17	0.685	0.610	*24.0*	0.36	*0.9*	0.233	0.051
1987	7.89	0.536	2.26	0.676	0.606	24.5	0.37	0.9	0.233	0.052
1988	7.00	0.581	1.99	0.705	0.643	*24.6*	0.37	*0.9*	0.233	0.055
1989	5.96	0.634	1.38	0.772	0.703	24.6	0.37	*0.9*	0.233	0.061
1990	6.67	0.598	1.44	0.765	0.681	*25.6*	0.38	*0.9*	0.233	0.060
1991	9.28	0.465	2.31	0.670	0.568	26.5	0.39	*0.9*	0.233	0.052
1992	10.48	0.405	3.62	0.527	0.466	*26.9*	0.40	*0.9*	0.233	0.043
1993	10.61	0.398	3.87	0.500	0.449	27.2	0.40	*0.9*	0.233	0.042
1994	9.45	0.457	3.43	0.548	0.502	*27.1*	0.40	*0.9*	0.233	0.047
1995	8.22	0.519	2.53	0.646	0.583	27.0	0.40	*0.9*	0.233	0.054
1996	8.24	0.519	2.34	0.667	0.593	*26.0*	0.39	*0.9*	0.233	0.053
1997	8.25	0.518	2.53	0.646	0.582	25.0	0.37	0.9	0.233	0.051
1998	7.72	0.545	2.59	0.639	0.592	*24.9*	0.37	*0.9*	0.233	0.051
1999	6.96	0.583	2.05	0.699	0.641	24.8	0.37	*0.9*	0.233	0.056
2000	6.30	0.617	1.85	0.720	0.668	*24.8*	0.37	*0.9*	0.233	0.058
2001	6.70	0.596	1.97	0.707	0.652	*24.8*	0.37	*0.9*	0.233	0.057

Sources:

Standardized Unemployment Rates: OECD Economic Outlook no. 71, June 2002. Data before 1983 (1984 for Finland and 1991 for Switzerland) obtained by applying the growth rates of unemployment rates from OECD Health Data 2001 CD-ROM, except for Switzerland, from OECD Labour Force Statistics, 1972-1992. The 2000 and 2001 standardized unemployment rates are from the OECD Main Economic Indicators and available from the OECD web site at www.oecd.org.Long-term Unemployment Rate: defined as the proportion of people unemployed a year or longer in the total labour force. Obtained by applying the incidence of long-term unemployment, from the KILM 2001-2002 CD-ROM, to the standardized unemployment rates.

Gross Replacement Rate: OECD 2002, Benefits and Wages, OECD Indicators.

Available bi-annually at www.oecd.org/els/social/workincentives.

Employment Protection Indicator: OECD Employment Outlook, June 1999, Table 2.5. Available only for the late 1980s and late 1990s.

Germany: West Germany before 1993 for standardized unemployment rates and before 1991 for incidence of long-term unemployment. All other data refer to Unified Germany. Values in italics are based on linear interpolation or are assumed equal to data for previous or succeeding years. 1979 values for gross replacement rate not shown.

Table 4: Index of the Risk Imposed by Unemployment

Belgium

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	7.82	0.540	5.07	0.369	0.455	*45.5*	0.616	*3.1*	0.703	0.197
1981	10.06	0.426	6.52	0.211	0.318	44.6	0.605	*3.1*	0.703	0.135
1982	11.73	0.341	7.60	0.093	0.217	*44.1*	0.600	*3.1*	0.703	0.092
1983	10.75	0.391	6.96	0.162	0.277	43.6	0.594	*3.1*	0.703	0.115
1984	10.82	0.388	7.31	0.124	0.256	*43.4*	0.591	*3.1*	0.703	0.106
1985	10.14	0.422	6.99	0.160	0.291	43.1	0.588	*3.1*	0.703	0.120
1986	10.05	0.427	6.99	0.159	0.293	*42.8*	0.584	*3.1*	0.703	0.120
1987	9.82	0.438	7.22	0.134	0.286	42.5	0.581	3.1	0.703	0.117
1988	8.82	0.489	6.71	0.190	0.339	*42.3*	0.578	*3.0*	0.678	0.133
1989	7.38	0.562	5.55	0.316	0.439	42.1	0.576	*2.9*	0.653	0.165
1990	6.55	0.604	4.50	0.431	0.518	*41.9*	0.573	*2.8*	0.630	0.187
1991	6.44	0.610	4.05	0.480	0.545	41.6	0.570	*2.7*	0.607	0.189
1992	7.09	0.577	4.18	0.466	0.521	*41.0*	0.563	*2.6*	0.586	0.172
1993	8.63	0.499	4.57	0.424	0.461	40.4	0.556	*2.5*	0.565	0.145
1994	9.76	0.441	5.69	0.301	0.371	*39.6*	0.546	*2.4*	0.545	0.110
1995	9.69	0.445	6.05	0.262	0.353	38.7	0.536	*2.3*	0.526	0.100
1996	9.54	0.452	5.85	0.284	0.368	*39.3*	0.542	*2.2*	0.507	0.101
1997	9.22	0.468	5.58	0.313	0.391	39.8	0.549	2.1	0.489	0.105
1998	9.34	0.463	5.76	0.293	0.378	*39.4*	0.544	*2.1*	0.489	0.101
1999	8.59	0.500	5.20	0.355	0.428	39.0	0.539	*2.1*	0.489	0.113
2000	6.90	0.586	4.17	0.467	0.526	*39.0*	0.539	*2.1*	0.489	0.139
2001	6.70	0.596	4.05	0.480	0.538	*39.0*	0.539	*2.1*	0.489	0.142

Table 4: Index of the Risk Imposed by Unemployment

Canada

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	7.48	0.557	0.40	0.879	0.718	*25.4*	0.379	*0.6*	0.169	0.046
1981	7.58	0.552	0.45	0.873	0.713	25.2	0.377	*0.6*	0.169	0.045
1982	10.97	0.380	0.77	0.838	0.609	*27.3*	0.401	*0.6*	0.169	0.041
1983	11.95	0.330	1.45	0.764	0.547	29.3	0.425	*0.6*	0.169	0.039
1984	11.30	0.363	1.36	0.774	0.569	*29.4*	0.426	*0.6*	0.169	0.041
1985	10.65	0.396	1.29	0.781	0.589	29.4	0.426	*0.6*	0.169	0.042
1986	9.64	0.447	1.02	0.810	0.629	*29.5*	0.427	*0.6*	0.169	0.045
1987	8.82	0.489	0.94	0.819	0.654	29.5	0.428	0.6	0.169	0.047
1988	7.75	0.543	0.68	0.847	0.695	*29.2*	0.423	*0.6*	0.169	0.050
1989	7.55	0.553	0.63	0.853	0.703	28.8	0.419	*0.6*	0.169	0.050
1990	8.12	0.524	0.58	0.858	0.691	*28.5*	0.415	*0.6*	0.169	0.048
1991	10.32	0.413	0.93	0.820	0.617	28.1	0.411	*0.6*	0.169	0.043
1992	11.15	0.370	1.49	0.759	0.565	*28.0*	0.410	*0.6*	0.169	0.039
1993	11.35	0.360	1.86	0.719	0.540	27.9	0.409	*0.6*	0.169	0.037
1994	10.36	0.411	1.84	0.721	0.566	*27.6*	0.405	*0.6*	0.169	0.039
1995	9.44	0.457	1.58	0.750	0.604	27.2	0.400	*0.6*	0.169	0.041
1996	9.64	0.447	1.61	0.746	0.597	*28.6*	0.417	*0.6*	0.169	0.042
1997	9.10	0.475	1.46	0.762	0.618	30.0	0.433	0.6	0.169	0.045
1998	8.29	0.516	1.14	0.798	0.657	*30.0*	0.433	*0.6*	0.169	0.048
1999	7.57	0.552	0.88	0.826	0.689	30.0	0.433	*0.6*	0.169	0.050
2000	6.80	0.591	0.79	0.836	0.714	*30.0*	0.433	*0.6*	0.169	0.052
2001	7.20	0.571	0.84	0.831	0.701	*30.0*	0.433	*0.6*	0.169	0.051

Table 4: Index of the Risk Imposed by Unemployment

Denmark

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	5.81	0.641	2.58	0.641	0.641	*52.0*	0.693	*2.1*	0.489	0.217
1981	9.07	0.476	4.02	0.483	0.480	54.2	0.719	*2.1*	0.489	0.169
1982	9.60	0.449	4.25	0.458	0.454	*55.2*	0.730	*2.1*	0.489	0.162
1983	8.37	0.512	3.71	0.517	0.515	56.2	0.742	*2.1*	0.489	0.187
1984	7.91	0.535	2.60	0.638	0.586	*54.7*	0.724	*2.1*	0.489	0.208
1985	6.62	0.600	2.28	0.673	0.637	53.1	0.706	*2.1*	0.489	0.220
1986	4.99	0.683	1.41	0.768	0.726	*51.3*	0.684	*2.1*	0.489	0.243
1987	5.02	0.682	1.25	0.786	0.734	49.4	0.662	2.1	0.489	0.238
1988	5.65	0.650	1.38	0.771	0.710	*50.5*	0.674	*2.0*	0.465	0.223
1989	6.83	0.590	1.51	0.757	0.674	51.5	0.687	*1.9*	0.442	0.204
1990	7.17	0.573	2.14	0.688	0.630	*51.7*	0.689	*1.8*	0.420	0.182
1991	7.86	0.537	2.51	0.648	0.593	51.9	0.692	*1.7*	0.399	0.164
1992	8.60	0.500	2.32	0.669	0.584	*61.5*	0.804	*1.6*	0.380	0.178
1993	9.55	0.452	2.41	0.659	0.556	71.0	0.917	*1.5*	0.361	0.184
1994	7.72	0.545	2.48	0.651	0.598	*69.0*	0.893	*1.4*	0.344	0.184
1995	6.76	0.594	1.88	0.716	0.655	67.0	0.870	*1.3*	0.327	0.186
1996	6.32	0.616	1.68	0.739	0.677	*66.7*	0.866	*1.3*	0.312	0.183
1997	5.25	0.670	1.43	0.766	0.718	66.4	0.862	1.2	0.297	0.184
1998	4.87	0.689	1.31	0.779	0.734	*66.0*	0.857	*1.2*	0.297	0.187
1999	4.83	0.692	0.99	0.814	0.753	65.5	0.852	*1.2*	0.297	0.190
2000	4.40	0.713	0.90	0.823	0.768	*65.5*	0.852	*1.2*	0.297	0.194
2001	4.30	0.718	0.88	0.826	0.772	*65.5*	0.852	*1.2*	0.297	0.195

Table 4: Index of the Risk Imposed by Unemployment

Finland

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	5.35	0.665	1.44	0.764	0.715	*25.1*	0.376	*2.3*	0.532	0.143
1981	5.58	0.653	1.38	0.772	0.713	23.7	0.359	*2.3*	0.532	0.136
1982	6.16	0.624	1.37	0.772	0.698	*24.5*	0.368	*2.3*	0.532	0.137
1983	6.28	0.618	1.24	0.786	0.702	25.2	0.377	*2.3*	0.532	0.141
1984	5.93	0.636	1.32	0.778	0.707	*29.8*	0.431	*2.3*	0.532	0.162
1985	6.05	0.630	1.28	0.783	0.706	34.4	0.485	*2.3*	0.532	0.182
1986	6.66	0.598	1.07	0.806	0.702	*35.2*	0.494	*2.3*	0.532	0.185
1987	4.90	0.688	0.93	0.820	0.754	35.9	0.503	2.3	0.532	0.202
1988	4.22	0.722	0.43	0.875	0.798	*34.9*	0.491	*2.3*	0.525	0.206
1989	3.15	0.777	0.05	0.917	0.847	33.9	0.479	*2.2*	0.519	0.210
1990	3.16	0.776	0.17	0.903	0.840	*36.4*	0.508	*2.2*	0.512	0.218
1991	6.64	0.599	0.61	0.855	0.727	38.8	0.537	*2.2*	0.505	0.197
1992	11.62	0.347	2.31	0.670	0.508	*38.8*	0.537	*2.1*	0.499	0.136
1993	16.40	0.104	5.02	0.375	0.240	38.7	0.536	*2.1*	0.493	0.063
1994	16.81	0.083	5.73	0.297	0.190	*41.0*	0.562	*2.1*	0.486	0.052
1995	15.21	0.164	5.72	0.298	0.231	43.2	0.589	*2.1*	0.480	0.065
1996	14.53	0.199	5.01	0.375	0.287	*41.1*	0.564	*2.0*	0.474	0.077
1997	12.59	0.298	3.75	0.513	0.405	39.0	0.539	2.0	0.468	0.102
1998	11.38	0.359	3.13	0.581	0.470	*39.3*	0.543	*2.0*	0.468	0.119
1999	10.17	0.421	3.01	0.594	0.507	39.7	0.547	*2.0*	0.468	0.130
2000	9.70	0.444	2.87	0.609	0.526	*39.7*	0.547	*2.0*	0.468	0.135
2001	9.10	0.475	2.69	0.628	0.551	*39.7*	0.547	*2.0*	0.468	0.141

Table 4: Index of the Risk Imposed by Unemployment

France

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	6.01	0.631	1.96	0.708	0.670	*27.7*	0.406	*2.7*	0.618	0.168
1981	6.89	0.587	2.24	0.678	0.632	31.3	0.449	*2.7*	0.618	0.175
1982	7.56	0.553	3.18	0.575	0.564	*31.0*	0.445	*2.7*	0.618	0.155
1983	7.86	0.538	3.31	0.560	0.549	30.6	0.440	*2.7*	0.618	0.149
1984	9.37	0.461	3.96	0.490	0.476	*32.5*	0.463	*2.7*	0.618	0.136
1985	9.79	0.440	4.58	0.422	0.431	34.4	0.485	*2.7*	0.618	0.129
1986	9.92	0.433	4.74	0.404	0.419	*36.0*	0.504	*2.7*	0.618	0.130
1987	10.08	0.425	4.59	0.422	0.423	37.6	0.523	2.7	0.618	0.137
1988	9.57	0.451	4.29	0.454	0.452	*37.3*	0.519	*2.7*	0.624	0.146
1989	9.05	0.477	3.97	0.488	0.483	36.9	0.515	*2.8*	0.630	0.156
1990	8.65	0.498	3.29	0.563	0.531	*37.3*	0.519	*2.8*	0.636	0.175
1991	9.09	0.475	3.38	0.553	0.514	37.6	0.523	*2.8*	0.642	0.173
1992	10.00	0.429	3.61	0.528	0.478	*37.7*	0.524	*2.8*	0.649	0.163
1993	11.29	0.363	3.86	0.501	0.432	37.7	0.524	*2.9*	0.655	0.148
1994	11.85	0.335	4.54	0.427	0.381	*37.6*	0.522	*2.9*	0.662	0.132
1995	11.39	0.359	4.82	0.397	0.378	37.4	0.521	*2.9*	0.668	0.131
1996	11.87	0.334	4.69	0.411	0.372	*36.7*	0.512	*3.0*	0.675	0.129
1997	11.83	0.336	4.87	0.390	0.363	36.0	0.504	3.0	0.682	0.125
1998	11.38	0.359	5.02	0.374	0.367	*36.5*	0.510	*3.0*	0.682	0.127
1999	10.73	0.392	4.32	0.450	0.421	36.9	0.515	*3.0*	0.682	0.148
2000	9.30	0.465	3.75	0.513	0.489	*36.9*	0.515	*3.0*	0.682	0.172
2001	8.50	0.505	3.43	0.548	0.527	*36.9*	0.515	*3.0*	0.682	0.185

Table 4: Index of the Risk Imposed by Unemployment

Germany

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	2.80	0.795	1.31	0.779	0.787	*29.7*	0.429	*3.2*	0.724	0.245
1981	3.93	0.737	1.84	0.721	0.729	29.4	0.426	*3.2*	0.724	0.225
1982	5.59	0.653	2.62	0.636	0.644	*29.2*	0.423	*3.2*	0.724	0.198
1983	6.90	0.586	3.23	0.569	0.578	28.9	0.420	*3.2*	0.724	0.176
1984	7.10	0.576	3.32	0.559	0.568	*28.5*	0.416	*3.2*	0.724	0.171
1985	7.17	0.573	3.36	0.556	0.564	28.1	0.411	*3.2*	0.724	0.168
1986	6.53	0.605	3.05	0.589	0.597	*27.8*	0.407	*3.2*	0.724	0.176
1987	6.33	0.615	2.96	0.599	0.607	27.5	0.404	3.2	0.724	0.178
1988	6.22	0.621	2.91	0.604	0.613	*27.6*	0.405	*3.1*	0.708	0.175
1989	5.60	0.653	2.62	0.636	0.644	27.6	0.405	*3.0*	0.691	0.180
1990	4.77	0.694	2.23	0.678	0.686	*28.2*	0.412	*3.0*	0.676	0.191
1991	4.16	0.725	1.32	0.778	0.752	28.8	0.419	*2.9*	0.660	0.208
1992	6.59	0.602	2.21	0.681	0.641	*28.3*	0.413	*2.8*	0.645	0.171
1993	7.90	0.535	3.18	0.575	0.555	27.8	0.407	*2.8*	0.630	0.143
1994	8.41	0.509	3.73	0.515	0.512	*27.2*	0.400	*2.7*	0.616	0.126
1995	8.19	0.521	3.99	0.487	0.504	26.6	0.393	*2.6*	0.602	0.119
1996	8.90	0.485	4.26	0.458	0.471	*27.8*	0.407	*2.6*	0.588	0.113
1997	9.87	0.435	4.95	0.382	0.409	29.0	0.422	2.5	0.575	0.099
1998	9.31	0.464	4.89	0.388	0.426	*29.7*	0.429	*2.5*	0.575	0.105
1999	8.60	0.500	4.44	0.437	0.469	30.3	0.437	*2.5*	0.575	0.118
2000	7.80	0.541	4.03	0.482	0.511	*30.3*	0.437	*2.5*	0.575	0.129
2001	7.80	0.541	4.03	0.482	0.511	*30.3*	0.437	*2.5*	0.575	0.129

Table 4: Index of the Risk Imposed by Unemployment

Italy

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	6.02	0.631	3.50	0.540	0.585	*0.9*	0.090	*4.1*	0.917	0.048
1981	6.27	0.618	3.65	0.524	0.571	0.7	0.088	*4.1*	0.917	0.046
1982	6.78	0.592	3.95	0.491	0.542	*0.6*	0.087	*4.1*	0.917	0.043
1983	7.38	0.562	4.29	0.454	0.508	0.5	0.086	*4.1*	0.917	0.040
1984	7.86	0.538	5.02	0.375	0.456	*0.5*	0.085	*4.1*	0.917	0.036
1985	8.15	0.523	5.40	0.333	0.428	0.4	0.085	*4.1*	0.917	0.033
1986	8.88	0.486	5.96	0.272	0.379	*0.4*	0.084	*4.1*	0.917	0.029
1987	9.63	0.448	6.39	0.226	0.337	0.3	0.083	4.1	0.917	0.026
1988	9.69	0.445	6.66	0.196	0.320	*1.5*	0.097	*4.0*	0.898	0.028
1989	9.69	0.445	6.73	0.188	0.316	2.7	0.112	*3.9*	0.879	0.031
1990	8.88	0.486	6.20	0.246	0.366	*2.6*	0.110	*3.8*	0.861	0.035
1991	8.52	0.504	5.80	0.289	0.396	2.5	0.109	*3.8*	0.844	0.037
1992	8.75	0.493	5.09	0.367	0.430	*9.6*	0.193	*3.7*	0.827	0.069
1993	10.05	0.426	5.80	0.289	0.358	16.7	0.277	*3.6*	0.810	0.080
1994	11.02	0.377	6.78	0.183	0.280	*18.0*	0.292	*3.5*	0.793	0.065
1995	11.50	0.353	7.32	0.124	0.238	19.3	0.307	*3.4*	0.777	0.057
1996	11.53	0.351	7.56	0.097	0.224	*18.7*	0.300	*3.4*	0.761	0.051
1997	11.60	0.348	7.69	0.083	0.216	18.0	0.292	3.3	0.746	0.047
1998	11.69	0.343	6.97	0.162	0.252	*19.0*	0.304	*3.3*	0.746	0.057
1999	11.23	0.367	6.90	0.170	0.268	20.0	0.316	*3.3*	0.746	0.063
2000	10.40	0.409	6.39	0.225	0.317	*20.0*	0.316	*3.3*	0.746	0.075
2001	9.40	0.459	5.77	0.292	0.376	*20.0*	0.316	*3.3*	0.746	0.088

Table 4: Index of the Risk Imposed by Unemployment

Japan

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	2.01	0.834	0.33	0.886	0.860	*8.8*	0.183	*2.4*	0.553	0.087
1981	2.33	0.818	0.31	0.887	0.853	8.8	0.184	*2.4*	0.553	0.087
1982	2.33	0.818	0.29	0.890	0.854	*8.8*	0.183	*2.4*	0.553	0.086
1983	2.65	0.802	0.34	0.885	0.843	8.7	0.182	*2.4*	0.553	0.085
1984	2.71	0.799	0.41	0.877	0.838	*9.5*	0.192	*2.4*	0.553	0.089
1985	2.62	0.803	0.34	0.884	0.844	10.3	0.201	*2.4*	0.553	0.094
1986	2.77	0.796	0.48	0.870	0.833	*10.3*	0.201	*2.4*	0.553	0.093
1987	2.85	0.792	0.57	0.859	0.826	10.3	0.201	*2.4*	0.553	0.092
1988	2.52	0.809	0.51	0.866	0.837	*10.2*	0.199	*2.4*	0.553	0.092
1989	2.26	0.822	0.42	0.876	0.849	10.0	0.198	*2.4*	0.553	0.093
1990	2.10	0.830	0.40	0.878	0.854	*10.0*	0.197	*2.4*	0.553	0.093
1991	2.10	0.830	0.38	0.881	0.855	9.9	0.196	*2.4*	0.553	0.093
1992	2.16	0.827	0.34	0.884	0.856	*9.9*	0.196	*2.4*	0.553	0.093
1993	2.50	0.809	0.39	0.879	0.844	9.9	0.196	*2.4*	0.553	0.092
1994	2.89	0.790	0.51	0.867	0.828	*10.1*	0.198	*2.4*	0.553	0.091
1995	3.15	0.777	0.57	0.860	0.818	10.2	0.200	*2.4*	0.553	0.091
1996	3.35	0.766	0.68	0.848	0.807	*10.4*	0.202	*2.4*	0.553	0.090
1997	3.39	0.764	0.74	0.841	0.803	10.6	0.205	2.4	0.553	0.091
1998	4.10	0.728	0.86	0.828	0.778	*11.4*	0.214	*2.4*	0.553	0.092
1999	4.68	0.699	1.05	0.808	0.753	12.2	0.223	*2.4*	0.553	0.093
2000	4.70	0.698	1.05	0.807	0.752	*12.2*	0.223	*2.4*	0.553	0.093
2001	5.00	0.683	1.12	0.800	0.741	*12.2*	0.223	*2.4*	0.553	0.092

Table 4: Index of the Risk Imposed by Unemployment

Netherlands

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	3.05	0.782	1.49	0.759	0.771	*47.7*	0.642	*2.7*	0.618	0.306
1981	4.58	0.704	2.23	0.678	0.691	47.9	0.644	*2.7*	0.618	0.275
1982	6.37	0.613	3.11	0.583	0.598	*47.7*	0.641	*2.7*	0.618	0.237
1983	9.22	0.469	4.50	0.431	0.450	47.4	0.638	*2.7*	0.618	0.177
1984	8.88	0.486	4.80	0.398	0.442	*50.6*	0.676	*2.7*	0.618	0.185
1985	7.88	0.537	4.68	0.412	0.474	53.8	0.714	*2.7*	0.618	0.209
1986	7.84	0.539	4.15	0.469	0.504	*53.7*	0.713	*2.7*	0.618	0.222
1987	7.65	0.548	3.56	0.534	0.541	53.6	0.712	2.7	0.618	0.238
1988	7.16	0.573	3.52	0.538	0.556	*53.4*	0.709	*2.6*	0.603	0.238
1989	6.57	0.603	3.16	0.577	0.590	53.2	0.707	*2.6*	0.589	0.246
1990	5.86	0.639	2.89	0.607	0.623	*52.3*	0.696	*2.5*	0.576	0.249
1991	5.47	0.659	2.52	0.647	0.653	51.3	0.684	*2.4*	0.562	0.251
1992	5.34	0.666	2.34	0.666	0.666	*48.8*	0.655	*2.4*	0.549	0.240
1993	6.22	0.621	3.25	0.567	0.594	46.3	0.626	*2.3*	0.537	0.199
1994	6.79	0.592	3.35	0.556	0.574	*46.1*	0.623	*2.3*	0.524	0.187
1995	6.56	0.604	3.07	0.587	0.595	45.8	0.620	*2.2*	0.512	0.189
1996	5.96	0.634	2.98	0.597	0.615	*48.4*	0.650	*2.2*	0.501	0.200
1997	4.94	0.686	2.42	0.657	0.672	51.0	0.681	2.1	0.489	0.224
1998	3.82	0.742	1.83	0.722	0.732	*50.9*	0.680	*2.1*	0.489	0.244
1999	3.18	0.775	1.38	0.771	0.773	50.9	0.679	*2.1*	0.489	0.257
2000	2.80	0.794	1.22	0.789	0.792	*50.9*	0.679	*2.1*	0.489	0.263
2001	2.40	0.815	1.04	0.808	0.811	*50.9*	0.679	*2.1*	0.489	0.270

Table 4: Index of the Risk Imposed by Unemployment

New Zealand

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	2.44	0.813	0.19	0.901	0.857	*28.0*	0.409	*1.0*	0.254	0.089
1981	4.00	0.734	0.32	0.887	0.811	29.0	0.422	*1.0*	0.254	0.087
1982	3.89	0.739	0.31	0.888	0.814	*30.2*	0.436	*1.0*	0.254	0.090
1983	5.66	0.649	0.45	0.873	0.761	31.4	0.450	*1.0*	0.254	0.087
1984	5.74	0.645	0.45	0.872	0.759	*31.4*	0.450	*1.0*	0.254	0.087
1985	4.18	0.724	0.33	0.886	0.805	31.4	0.450	*1.0*	0.254	0.092
1986	3.99	0.734	0.32	0.887	0.811	*32.0*	0.456	*1.0*	0.254	0.094
1987	4.07	0.730	0.43	0.875	0.802	32.5	0.463	*1.0*	0.254	0.094
1988	5.58	0.654	0.75	0.840	0.747	*32.3*	0.461	*1.0*	0.254	0.087
1989	7.12	0.575	1.24	0.787	0.681	32.1	0.458	*1.0*	0.254	0.079
1990	7.76	0.543	1.62	0.745	0.644	*31.3*	0.448	*1.0*	0.254	0.073
1991	10.28	0.415	2.45	0.655	0.535	30.4	0.438	*1.0*	0.254	0.060
1992	10.32	0.413	3.30	0.562	0.487	*30.1*	0.435	*1.0*	0.254	0.054
1993	9.50	0.454	3.15	0.578	0.516	29.8	0.431	*1.0*	0.254	0.057
1994	8.13	0.524	2.63	0.635	0.579	*28.5*	0.415	*1.0*	0.254	0.061
1995	6.27	0.618	1.60	0.747	0.683	27.1	0.399	*1.0*	0.254	0.069
1996	6.10	0.627	1.26	0.784	0.706	*29.5*	0.427	*1.0*	0.254	0.077
1997	6.63	0.600	1.29	0.781	0.691	31.8	0.455	1.0	0.254	0.080
1998	7.46	0.558	1.45	0.764	0.661	*30.7*	0.442	*1.0*	0.254	0.074
1999	6.80	0.591	1.42	0.767	0.679	29.7	0.429	*1.0*	0.254	0.074
2000	6.00	0.632	1.25	0.786	0.709	*29.7*	0.429	*1.0*	0.254	0.077
2001	5.30	0.668	1.10	0.802	0.735	*29.7*	0.429	*1.0*	0.254	0.080

Table 4: Index of the Risk Imposed by Unemployment

Norway

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	1.64	0.853	0.08	0.913	0.883	*24.5*	0.368	*3.0*	0.682	0.222
1981	1.95	0.838	0.09	0.912	0.875	29.0	0.422	*3.0*	0.682	0.251
1982	2.67	0.801	0.13	0.908	0.855	*29.0*	0.422	*3.0*	0.682	0.246
1983	3.49	0.760	0.17	0.904	0.832	29.0	0.422	*3.0*	0.682	0.239
1984	3.20	0.774	0.46	0.872	0.823	*34.0*	0.480	*3.0*	0.682	0.269
1985	2.65	0.802	0.27	0.893	0.847	38.9	0.538	*3.0*	0.682	0.311
1986	2.01	0.835	0.15	0.905	0.870	*38.9*	0.538	*3.0*	0.682	0.319
1987	2.11	0.830	0.11	0.910	0.870	38.9	0.538	3.0	0.682	0.319
1988	3.21	0.774	0.34	0.885	0.829	*38.9*	0.538	*3.0*	0.673	0.300
1989	5.00	0.683	0.55	0.862	0.773	38.9	0.538	*2.9*	0.664	0.276
1990	5.32	0.666	1.09	0.803	0.735	*38.9*	0.538	*2.9*	0.655	0.259
1991	5.55	0.655	1.12	0.799	0.727	38.9	0.538	*2.8*	0.646	0.253
1992	6.01	0.631	1.41	0.768	0.700	*38.9*	0.538	*2.8*	0.637	0.240
1993	6.06	0.629	1.65	0.742	0.686	38.9	0.538	*2.8*	0.629	0.232
1994	5.47	0.659	1.58	0.750	0.704	*38.9*	0.538	*2.7*	0.621	0.235
1995	4.97	0.685	1.20	0.791	0.738	38.9	0.538	*2.7*	0.612	0.243
1996	4.88	0.689	0.78	0.837	0.763	*39.5*	0.545	*2.6*	0.604	0.251
1997	4.12	0.728	0.49	0.868	0.798	40.0	0.551	2.6	0.596	0.262
1998	3.27	0.771	0.27	0.893	0.832	*40.7*	0.559	*2.6*	0.596	0.277
1999	3.25	0.772	0.22	0.898	0.835	41.3	0.567	*2.6*	0.596	0.282
2000	3.40	0.764	0.23	0.897	0.830	*41.3*	0.567	*2.6*	0.596	0.281
2001	3.60	0.754	0.24	0.895	0.824	*41.3*	0.567	*2.6*	0.596	0.279

Table 4: Index of the Risk Imposed by Unemployment

Sweden

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	2.08	0.831	0.11	0.909	0.870	*25.1*	0.376	*3.5*	0.788	0.258
1981	2.64	0.802	0.16	0.905	0.853	25.1	0.376	*3.5*	0.788	0.253
1982	3.30	0.769	0.28	0.892	0.830	*26.6*	0.393	*3.5*	0.788	0.257
1983	3.68	0.750	0.38	0.880	0.815	28.0	0.410	*3.5*	0.788	0.263
1984	3.26	0.771	0.40	0.878	0.824	*28.0*	0.410	*3.5*	0.788	0.266
1985	2.89	0.790	0.33	0.886	0.838	28.0	0.410	*3.5*	0.788	0.271
1986	2.69	0.800	0.21	0.898	0.849	*28.8*	0.419	*3.5*	0.788	0.280
1987	2.20	0.825	0.40	0.878	0.851	29.5	0.428	3.5	0.788	0.287
1988	1.80	0.845	0.27	0.893	0.869	*29.2*	0.424	*3.3*	0.755	0.278
1989	1.55	0.858	0.21	0.899	0.878	28.9	0.420	*3.2*	0.722	0.267
1990	1.72	0.849	0.21	0.899	0.874	*29.2*	0.423	*3.0*	0.691	0.256
1991	3.11	0.779	0.35	0.884	0.831	29.4	0.426	*2.9*	0.662	0.234
1992	5.58	0.653	0.75	0.840	0.747	*29.0*	0.421	*2.8*	0.634	0.199
1993	9.06	0.477	1.43	0.766	0.621	28.5	0.416	*2.6*	0.607	0.157
1994	9.36	0.461	2.41	0.659	0.560	*27.9*	0.408	*2.5*	0.581	0.133
1995	8.81	0.490	2.45	0.655	0.572	27.2	0.400	*2.4*	0.556	0.127
1996	9.58	0.450	2.88	0.607	0.529	*27.4*	0.403	*2.3*	0.533	0.113
1997	9.90	0.434	3.31	0.561	0.498	27.6	0.405	2.2	0.511	0.103
1998	8.34	0.513	2.79	0.617	0.565	*26.6*	0.394	*2.2*	0.511	0.114
1999	7.18	0.572	2.16	0.686	0.629	25.7	0.382	*2.2*	0.511	0.123
2000	5.60	0.652	1.69	0.738	0.695	*25.7*	0.382	*2.2*	0.511	0.136
2001	4.90	0.688	1.47	0.761	0.724	*25.7*	0.382	*2.2*	0.511	0.141

Table 4: Index of the Risk Imposed by Unemployment

Switzerland

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	0.39	0.917	0.06	0.915	0.916	*12.9*	0.231	*1.0*	0.254	0.054
1981	0.39	0.917	0.06	0.915	0.916	12.8	0.231	*1.0*	0.254	0.054
1982	0.78	0.897	0.13	0.908	0.902	*12.7*	0.229	*1.0*	0.254	0.053
1983	1.76	0.847	0.29	0.890	0.869	12.5	0.227	*1.0*	0.254	0.050
1984	2.15	0.827	0.35	0.883	0.855	*17.2*	0.283	*1.0*	0.254	0.061
1985	1.76	0.847	0.29	0.890	0.869	21.9	0.338	*1.0*	0.254	0.075
1986	1.56	0.857	0.26	0.894	0.876	*21.9*	0.338	*1.0*	0.254	0.075
1987	1.37	0.867	0.22	0.897	0.882	21.9	0.338	1.0	0.254	0.076
1988	1.17	0.877	0.19	0.901	0.889	*21.9*	0.338	*1.0*	0.254	0.076
1989	0.98	0.887	0.16	0.904	0.896	21.9	0.338	*1.0*	0.254	0.077
1990	0.98	0.887	0.16	0.904	0.896	*21.9*	0.338	*1.0*	0.254	0.077
1991	1.95	0.837	0.32	0.887	0.862	21.9	0.338	*1.0*	0.254	0.074
1992	3.06	0.781	0.62	0.854	0.817	*25.7*	0.383	*1.0*	0.254	0.080
1993	3.98	0.734	0.82	0.832	0.783	29.5	0.428	*1.0*	0.254	0.085
1994	3.84	0.741	1.11	0.801	0.771	*29.5*	0.428	*1.0*	0.254	0.084
1995	3.46	0.761	1.16	0.795	0.778	29.5	0.428	*1.0*	0.254	0.085
1996	3.90	0.738	0.98	0.815	0.777	*29.2*	0.424	*1.0*	0.254	0.084
1997	4.19	0.724	1.19	0.792	0.758	28.9	0.420	1.0	0.254	0.081
1998	3.52	0.758	1.22	0.788	0.773	*33.1*	0.470	*1.0*	0.254	0.092
1999	3.02	0.783	1.20	0.791	0.787	37.3	0.519	*1.0*	0.254	0.104
2000	2.60	0.805	1.03	0.809	0.807	*37.3*	0.519	*1.0*	0.254	0.106
2001	2.50	0.810	1.00	0.813	0.811	*37.3*	0.519	*1.0*	0.254	0.107

Table 4: Index of the Risk Imposed by Unemployment

United Kingdom

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	5.42	0.661	2.47	0.652	0.657	*24.0*	0.362	*0.5*	0.147	0.035
1981	8.71	0.494	3.97	0.489	0.492	24.1	0.364	*0.5*	0.147	0.026
1982	10.07	0.426	4.59	0.421	0.423	*22.9*	0.350	*0.5*	0.147	0.022
1983	10.84	0.386	4.94	0.383	0.385	21.7	0.336	*0.5*	0.147	0.019
1984	10.87	0.385	5.03	0.373	0.379	*21.2*	0.330	*0.5*	0.147	0.018
1985	11.21	0.368	5.64	0.307	0.337	20.7	0.324	*0.5*	0.147	0.016
1986	11.25	0.366	5.42	0.331	0.348	*19.7*	0.311	*0.5*	0.147	0.016
1987	10.34	0.412	4.95	0.382	0.397	18.6	0.299	0.5	0.147	0.017
1988	8.51	0.505	3.66	0.523	0.514	*18.1*	0.293	*0.5*	0.147	0.022
1989	7.09	0.577	2.77	0.620	0.598	17.6	0.287	*0.5*	0.147	0.025
1990	6.87	0.588	2.36	0.664	0.626	*17.7*	0.288	*0.5*	0.147	0.027
1991	8.60	0.500	2.48	0.652	0.576	17.8	0.290	*0.5*	0.147	0.025
1992	9.78	0.440	3.46	0.544	0.492	*18.2*	0.294	*0.5*	0.147	0.021
1993	10.22	0.418	4.34	0.448	0.433	18.5	0.298	*0.5*	0.147	0.019
1994	9.36	0.462	4.25	0.459	0.460	*18.2*	0.294	*0.5*	0.147	0.020
1995	8.53	0.504	3.72	0.516	0.510	17.8	0.290	*0.5*	0.147	0.022
1996	7.97	0.532	3.17	0.576	0.554	*18.3*	0.295	*0.5*	0.147	0.024
1997	6.86	0.588	2.65	0.633	0.610	18.8	0.301	0.5	0.147	0.027
1998	6.15	0.625	2.01	0.703	0.664	*17.7*	0.288	*0.5*	0.147	0.028
1999	5.83	0.641	1.74	0.732	0.686	16.6	0.275	*0.5*	0.147	0.028
2000	5.40	0.662	1.61	0.746	0.704	*16.6*	0.275	*0.5*	0.147	0.029
2001	5.00	0.683	1.49	0.759	0.721	*16.6*	0.275	*0.5*	0.147	0.029

Table 4: Index of the Risk Imposed by Unemployment

United States

	Standard-ized unemp-loyment rate	A: Scaled standard-ized unemp-loyment rate	Long-term unemp-loyment rate	B: Scaled long-term unemp-loyment rate	C=A+B/2	Gross Replace-ment Rate	D: Scaled gross replace-ment rate	OECD Employ-ment Protec-tion Indicator	E: Scaled OECD employ-ment protec-tion indicator	Index of Risk imposed by unemp-loyment C*D*E
1980	7.11	0.576	0.31	0.888	0.732	*13.2*	0.235	*0.2*	0.083	0.014
1981	7.61	0.550	0.51	0.866	0.708	14.6	0.252	*0.2*	0.083	0.015
1982	9.71	0.444	0.75	0.840	0.642	*14.2*	0.247	*0.2*	0.083	0.013
1983	9.61	0.449	1.28	0.782	0.616	13.8	0.242	*0.2*	0.083	0.012
1984	7.52	0.555	0.93	0.821	0.688	*14.3*	0.248	*0.2*	0.083	0.014
1985	7.20	0.571	0.68	0.847	0.709	14.7	0.253	*0.2*	0.083	0.015
1986	6.99	0.582	0.61	0.856	0.719	*13.0*	0.233	*0.2*	0.083	0.014
1987	6.19	0.622	0.50	0.867	0.745	11.3	0.213	0.2	0.083	0.013
1988	5.51	0.657	0.41	0.877	0.767	*11.4*	0.214	*0.2*	0.083	0.014
1989	5.26	0.669	0.30	0.889	0.779	11.4	0.214	*0.2*	0.083	0.014
1990	5.60	0.652	0.31	0.888	0.770	*11.3*	0.212	*0.2*	0.083	0.014
1991	6.83	0.590	0.43	0.875	0.732	11.1	0.211	*0.2*	0.083	0.013
1992	7.50	0.556	0.83	0.831	0.693	*11.5*	0.215	*0.2*	0.083	0.012
1993	6.92	0.585	0.80	0.835	0.710	11.9	0.220	*0.2*	0.083	0.013
1994	6.10	0.627	0.74	0.841	0.734	*11.9*	0.220	*0.2*	0.083	0.013
1995	5.60	0.653	0.54	0.863	0.758	11.9	0.220	*0.2*	0.083	0.014
1996	5.40	0.662	0.51	0.866	0.764	*13.0*	0.232	*0.2*	0.083	0.015
1997	4.94	0.686	0.43	0.875	0.780	14.0	0.245	0.2	0.083	0.016
1998	4.51	0.708	0.36	0.882	0.795	*14.0*	0.245	*0.2*	0.083	0.016
1999	4.22	0.722	0.29	0.891	0.806	14.0	0.245	*0.2*	0.083	0.016
2000	4.00	0.734	0.27	0.892	0.813	*14.0*	0.245	*0.2*	0.083	0.017
2001	4.70	0.698	0.32	0.887	0.792	*14.0*	0.245	*0.2*	0.083	0.016

Table 5: Security from the Risk to Health Imposed by Employment

	Australia			Belgium			Canada			Denmark		
	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/2	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/
1980	0.737	0.787	0.762	0.100	0.710	0.405	0.525	0.771	0.648	0.742	0.851	0.796
1981	0.737	0.787	0.762	0.100	0.710	0.405	0.525	0.771	0.648	0.742	0.851	0.796
1982	0.737	0.787	0.762	0.100	0.710	0.405	0.525	0.771	0.648	0.742	0.851	0.796
1983	0.737	0.787	0.762	0.100	0.710	0.405	0.525	0.771	0.648	0.742	0.851	0.796
1984	0.737	0.787	0.762	0.100	0.710	0.405	0.525	0.771	0.648	0.742	0.851	0.796
1985	0.737	0.787	0.762	0.100	0.710	0.405	0.525	0.771	0.648	0.742	0.851	0.796
1986	0.737	0.787	0.762	0.100	0.710	0.405	0.525	0.769	0.647	0.742	0.851	0.796
1987	0.737	0.787	0.762	0.100	0.710	0.405	0.527	0.760	0.643	0.742	0.873	0.807
1988	0.737	0.787	0.762	0.100	0.710	0.405	0.530	0.747	0.638	0.742	0.850	0.796
1989	0.737	0.787	0.762	0.100	0.710	0.405	0.528	0.754	0.641	0.742	0.849	0.795
1990	0.737	0.787	0.762	0.100	0.710	0.405	0.525	0.753	0.639	0.742	0.849	0.795
1991	0.737	0.787	0.762	0.100	0.710	0.405	0.519	0.765	0.642	0.742	0.872	0.807
1992	0.737	0.787	0.762	0.100	0.710	0.405	0.517	0.764	0.641	0.742	0.872	0.807
1993	0.740	0.788	0.764	0.100	0.710	0.405	0.518	0.782	0.650	0.742	0.871	0.806
1994	0.741	0.789	0.765	0.775	0.710	0.742	0.527	0.793	0.660	0.732	0.851	0.791
1995	0.741	0.807	0.774	0.136	0.745	0.440	0.555	0.791	0.673	0.717	0.849	0.783
1996	0.739	0.825	0.782	0.197	0.779	0.488	0.594	0.800	0.697	0.716	0.849	0.783
1997	0.739	0.825	0.782	0.205	0.779	0.492	0.598	0.781	0.689	0.722	0.850	0.786
1998	0.739	0.825	0.782	0.205	0.849	0.527	0.612	0.788	0.700	0.731	0.850	0.790
1999	0.760	0.844	0.802	0.146	0.849	0.497	0.622	0.788	0.705	0.741	0.851	0.796
2000	0.755	0.844	0.799	0.214	0.814	0.513915	0.613	0.781	0.697	0.745	0.872	0.809
2001	0.755	0.844	0.799	0.278	0.849	0.564	0.613	0.781	0.697	0.765	0.872	0.819

Source:

Table 5: Security from the Risk to Health Imposed by Employment

	Finland			France			Germany			Italy		
	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/
1980	0.563	0.807	0.685	0.297	0.723	0.510	0.241	0.807	0.524	0.179	0.560	0.370
1981	0.563	0.818	0.690	0.297	0.717	0.507	0.241	0.807	0.524	0.179	0.560	0.370
1982	0.563	0.842	0.702	0.297	0.722	0.510	0.241	0.807	0.524	0.179	0.560	0.370
1983	0.563	0.828	0.696	0.297	0.730	0.513	0.241	0.807	0.524	0.179	0.560	0.370
1984	0.563	0.863	0.713	0.297	0.747	0.522	0.241	0.807	0.524	0.179	0.596	0.387
1985	0.563	0.847	0.705	0.297	0.755	0.526	0.241	0.807	0.524	0.179	0.645	0.412
1986	0.563	0.830	0.697	0.297	0.765	0.531	0.241	0.807	0.524	0.179	0.688	0.434
1987	0.563	0.843	0.703	0.297	0.762	0.530	0.241	0.807	0.524	0.179	0.692	0.436
1988	0.563	0.850	0.706	0.297	0.750	0.524	0.241	0.807	0.524	0.179	0.677	0.428
1989	0.563	0.845	0.704	0.297	0.742	0.520	0.241	0.807	0.524	0.179	0.664	0.421
1990	0.563	0.849	0.706	0.297	0.742	0.520	0.241	0.807	0.524	0.179	0.677	0.428
1991	0.563	0.837	0.700	0.275	0.762	0.519	0.232	0.829	0.530	0.179	0.689	0.434
1992	0.563	0.849	0.706	0.304	0.768	0.536	0.227	0.815	0.521	0.187	0.706	0.447
1993	0.563	0.855	0.709	0.358	0.791	0.575	0.262	0.806	0.534	0.330	0.727	0.528
1994	0.557	0.856	0.707	0.370	0.800	0.585	0.270	0.815	0.543	0.375	0.748	0.562
1995	0.594	0.868	0.731	0.366	0.813	0.590	0.307	0.822	0.565	0.418	0.770	0.594
1996	0.637	0.866	0.752	0.376	0.804	0.590	0.374	0.828	0.601	0.450	0.770	0.610
1997	0.622	0.858	0.740	0.376	0.814	0.595	0.388	0.834	0.611	0.476	0.770	0.623
1998	0.616	0.855	0.735	0.383	0.821	0.602	0.382	0.840	0.611	0.467	0.748	0.607
1999	0.630	0.877	0.754	0.387	0.820	0.604	0.391	0.839	0.615	0.454	0.769	0.611
2000	0.630	0.877	0.754	0.387	0.820	0.604	0.404	0.847	0.625	0.451	0.768	0.610
2001	0.630	0.877	0.754	0.387	0.820	0.604	0.404	0.847	0.625	0.451	0.768	0.610

Table 5: Security from the Risk to Health Imposed by Employment

	Japan			Netherlands			New Zealand			Norway		
	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/
1980	na	0.849	0.849	na	0.875	0.875	na	0.607	0.607	0.754	0.849	0.801
1981	na	0.814	0.814	na	0.887	0.887	na	0.667	0.667	0.754	0.745	0.749
1982	na	0.849	0.849	na	0.884	0.884	na	0.768	0.768	0.754	0.710	0.732
1983	na	0.849	0.849	na	0.887	0.887	na	0.806	0.806	0.754	0.745	0.749
1984	na	0.814	0.814	na	0.892	0.892	na	0.776	0.776	0.754	0.814	0.784
1985	na	0.849	0.849	na	0.892	0.892	na	0.782	0.782	0.754	0.745	0.749
1986	na	0.884	0.884	na	0.892	0.892	na	0.788	0.788	0.754	0.779	0.766
1987	na	0.884	0.884	na	0.887	0.887	na	0.794	0.794	0.754	0.808	0.781
1988	na	0.884	0.884	na	0.891	0.891	na	0.800	0.800	0.754	0.831	0.792
1989	na	0.884	0.884	na	0.889	0.889	na	0.917	0.917	0.754	0.849	0.801
1990	na	0.884	0.884	na	0.889	0.889	na	0.783	0.783	0.754	0.814	0.784
1991	na	0.884	0.884	na	0.889	0.889	na	0.808	0.808	0.754	0.223	0.488
1992	na	0.884	0.884	na	0.889	0.889	na	0.832	0.832	0.754	0.083	0.418
1993	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.754	0.153	0.453
1994	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.754	0.362	0.558
1995	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.754	0.849	0.801
1996	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.754	0.849	0.801
1997	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.754	0.849	0.801
1998	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.754	0.849	0.801
1999	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.765	0.856	0.811
2000	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.775	0.855	0.815
2001	na	0.884	0.884	na	0.889	0.889	na	0.819	0.819	0.795	0.878	0.836

Table 5: Security from the Risk to Health Imposed by Employment

	Sweden			Switzerland			United Kingdom			United States		
	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/	Scaled Work-place Injury Rate A	Scaled of Work-place Fatality Rate B	Index of Security from the Risk to Health from Emp-loyment C=(A+B)/
1980	0.855	0.835	0.845	0.417	0.825	0.621	0.901	0.876	0.889	0.083	0.783	0.433
1981	0.855	0.828	0.842	0.417	0.825	0.621	0.901	0.876	0.889	0.083	0.786	0.435
1982	0.855	0.842	0.849	0.417	0.825	0.621	0.901	0.874	0.888	0.083	0.790	0.437
1983	0.855	0.835	0.845	0.417	0.825	0.621	0.901	0.874	0.888	0.083	0.821	0.452
1984	0.855	0.852	0.854	0.417	0.825	0.621	0.901	0.876	0.889	0.083	0.807	0.445
1985	0.855	0.863	0.859	0.417	0.816	0.617	0.901	0.881	0.891	0.083	0.811	0.447
1986	0.855	0.856	0.856	0.417	0.824	0.621	0.901	0.885	0.893	0.083	0.814	0.449
1987	0.855	0.859	0.857	0.417	0.820	0.619	0.901	0.885	0.893	0.083	0.825	0.454
1988	0.855	0.856	0.856	0.417	0.820	0.618	0.901	0.870	0.886	0.083	0.832	0.457
1989	0.855	0.863	0.859	0.417	0.828	0.623	0.901	0.885	0.893	0.083	0.825	0.454
1990	0.855	0.852	0.854	0.417	0.804	0.611	0.901	0.887	0.894	0.083	0.845	0.464
1991	0.855	0.873	0.864	0.426	0.821	0.623	0.901	0.891	0.896	0.083	0.845	0.464
1992	0.855	0.870	0.863	0.474	0.834	0.654	0.904	0.892	0.898	0.083	0.823	0.453
1993	0.855	0.862	0.859	0.523	0.847	0.685	0.908	0.894	0.901	0.128	0.824	0.476
1994	0.868	0.785	0.826	0.536	0.839	0.688	0.907	0.899	0.903	0.150	0.824	0.487
1995	0.881	0.869	0.875	0.535	0.851	0.693	0.914	0.897	0.905	0.172	0.824	0.498
1996	0.881	0.869	0.875	0.580	0.849	0.714	0.912	0.901	0.906	0.238	0.824	0.531
1997	0.886	0.869	0.878	0.614	0.844	0.729	0.910	0.901	0.905	0.271	0.824	0.548
1998	0.877	0.882	0.880	0.616	0.848	0.732	0.913	0.902	0.908	0.315	0.825	0.570
1999	0.870	0.882	0.876	0.629	0.866	0.748	0.915	0.904	0.909	0.348	0.843	0.596
2000	0.866	0.886	0.876	0.637	0.868	0.752	0.917	0.900	0.908	0.348	0.843	0.596
2001	0.866	0.886	0.876	0.637	0.868	0.752	0.917	0.900	0.908	0.348	0.843	0.596

Table 6: Security from the Risk Imposed by Poverty at the End of Working Life

	Australia	Belgium	Canada	Denmark	Finland	France	Germany	Italy	Japan	Nether-lands	New Zealand	Norway	Sweden	Switzer-land	United Kingdom	United States
	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life	Index of Security from poverty at end of life
1980	0.193	0.528	0.159	0.348	0.532	0.465	0.351	0.370	na	0.073	na	0.305	0.718	na	0.490	0.084
1981	0.193	0.528	0.199	0.348	0.532	0.414	0.351	0.370	na	0.073	na	0.385	0.724	na	0.545	0.091
1982	0.188	0.528	0.257	0.348	0.532	0.551	0.391	0.370	na	0.073	na	0.435	0.731	na	0.591	0.098
1983	0.183	0.528	0.310	0.348	0.532	0.648	0.431	0.370	na	0.073	na	0.460	0.738	na	0.630	0.105
1984	0.178	0.528	0.357	0.348	0.532	0.719	0.469	0.370	na	0.096	na	0.461	0.745	na	0.662	0.112
1985	0.173	0.528	0.401	0.348	0.532	0.719	0.462	0.370	na	0.118	na	0.439	0.751	na	0.690	0.118
1986	0.186	0.507	0.440	0.348	0.532	0.719	0.455	0.370	na	0.139	na	0.395	0.758	na	0.712	0.125
1987	0.198	0.484	0.475	0.348	0.532	0.719	0.445	0.376	na	0.160	na	0.443	0.763	na	0.676	0.138
1988	0.208	0.462	0.534	0.360	0.516	0.719	0.435	0.382	na	0.184	na	0.488	0.748	na	0.630	0.151
1989	0.218	0.471	0.586	0.341	0.498	0.719	0.423	0.388	na	0.207	na	0.530	0.733	na	0.571	0.164
1990	0.181	0.480	0.632	0.293	0.479	0.719	0.412	0.393	na	0.229	na	0.569	0.716	na	0.494	0.177
1991	0.145	0.488	0.672	0.217	0.459	0.719	0.400	0.399	na	0.251	na	0.605	0.699	na	0.395	0.189
1992	0.110	0.496	0.679	0.111	0.565	0.719	0.387	0.405	na	0.251	na	0.603	0.681	na	0.437	0.201
1993	0.076	0.496	0.685	0.111	0.649	0.719	0.373	0.410	na	0.251	na	0.601	0.681	na	0.475	0.212
1994	0.045	0.496	0.690	0.111	0.715	0.719	0.358	0.415	na	0.251	na	0.598	0.681	na	0.509	0.224
1995	0.045	0.496	0.681	0.111	0.767	0.719	0.358	0.420	na	0.251	na	0.596	0.681	na	0.540	0.205
1996	0.045	0.496	0.671	0.111	0.767	0.719	0.358	0.420	na	0.251	na	0.596	0.681	na	0.540	0.187
1997	0.045	0.496	0.661	0.111	0.767	0.719	0.358	0.420	na	0.251	na	0.596	0.681	na	0.540	0.169
1998	0.045	0.496	0.641	0.111	0.767	0.719	0.358	0.420	na	0.251	na	0.596	0.681	na	0.540	0.169
1999	0.045	0.496	0.641	0.111	0.767	0.719	0.358	0.420	na	0.251	na	0.596	0.681	na	0.540	0.169
2000	0.045	0.496	0.641	0.111	0.767	0.719	0.358	0.420	na	0.251	na	0.596	0.681	na	0.540	0.169
2001	0.045	0.496	0.641	0.111	0.767	0.719	0.358	0.420	na	0.251	na	0.596	0.681	na	0.540	0.169

Source: Appendix Table 10

Table 7: Overall Index of Labour Market Security

	Australia				Belgium				Canada				Denmark			
	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3
	A	B	C		A	B	C		A	B	C		A	B	C	
1980	0.059	0.762	0.193	0.338	0.197	0.405	0.528	0.377	0.046	0.648	0.159	0.284	0.217	0.796	0.348	0.454
1981	0.057	0.762	0.193	0.337	0.135	0.405	0.528	0.356	0.045	0.648	0.199	0.297	0.169	0.796	0.348	0.438
1982	0.054	0.762	0.188	0.334	0.092	0.405	0.528	0.342	0.041	0.648	0.257	0.315	0.162	0.796	0.348	0.436
1983	0.042	0.762	0.183	0.329	0.115	0.405	0.528	0.350	0.039	0.648	0.310	0.332	0.187	0.796	0.348	0.444
1984	0.045	0.762	0.178	0.328	0.106	0.405	0.528	0.346	0.041	0.648	0.357	0.349	0.208	0.796	0.348	0.451
1985	0.048	0.762	0.173	0.328	0.120	0.405	0.528	0.351	0.042	0.648	0.401	0.364	0.220	0.796	0.348	0.455
1986	0.051	0.762	0.186	0.333	0.120	0.405	0.507	0.344	0.045	0.647	0.440	0.377	0.243	0.796	0.348	0.462
1987	0.052	0.762	0.198	0.337	0.117	0.405	0.484	0.335	0.047	0.643	0.475	0.389	0.238	0.807	0.348	0.464
1988	0.055	0.762	0.208	0.342	0.133	0.405	0.462	0.333	0.050	0.638	0.534	0.407	0.223	0.796	0.360	0.459
1989	0.061	0.762	0.218	0.347	0.165	0.405	0.471	0.347	0.050	0.641	0.586	0.426	0.204	0.795	0.341	0.447
1990	0.060	0.762	0.181	0.334	0.187	0.405	0.480	0.357	0.048	0.639	0.632	0.440	0.182	0.795	0.293	0.423
1991	0.052	0.762	0.145	0.320	0.189	0.405	0.488	0.361	0.043	0.642	0.672	0.452	0.164	0.807	0.217	0.396
1992	0.043	0.762	0.110	0.305	0.172	0.405	0.496	0.358	0.039	0.641	0.679	0.453	0.178	0.807	0.111	0.365
1993	0.042	0.764	0.076	0.294	0.145	0.405	0.496	0.349	0.037	0.650	0.685	0.457	0.184	0.806	0.111	0.367
1994	0.047	0.765	0.045	0.286	0.110	0.742	0.496	0.450	0.039	0.660	0.690	0.463	0.184	0.791	0.111	0.362
1995	0.054	0.774	0.045	0.291	0.100	0.440	0.496	0.345	0.041	0.673	0.681	0.465	0.186	0.783	0.111	0.360
1996	0.053	0.782	0.045	0.294	0.101	0.488	0.496	0.362	0.042	0.697	0.671	0.470	0.183	0.783	0.111	0.359
1997	0.051	0.782	0.045	0.293	0.105	0.492	0.496	0.364	0.045	0.689	0.661	0.465	0.184	0.786	0.111	0.360
1998	0.051	0.782	0.045	0.293	0.101	0.527	0.496	0.375	0.048	0.700	0.641	0.463	0.187	0.790	0.111	0.363
1999	0.056	0.802	0.045	0.301	0.113	0.497	0.496	0.369	0.050	0.705	0.641	0.465	0.190	0.796	0.111	0.366
2000	0.058	0.799	0.045	0.301	0.139	0.514	0.496	0.383	0.052	0.697	0.641	0.463	0.194	0.809	0.111	0.371
2001	0.057	0.799	0.045	0.300	0.142	0.564	0.496	0.401	0.051	0.697	0.641	0.463	0.195	0.819	0.111	0.375
				-0.037				0.024				0.179				-0.079

Source: Tables 4, 5 and 6.

Table 7: Overall Index of Labour Market Security

	Finland				France				Germany				Italy			
	Index of Security from the Risk Imposed by Unemp-loyment A	Index of Security from the Risk to Health Imposed by Emp-loyment B	Index of Security from the Risk Imposed by Poverty at the End of Working Life C	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment A	Index of Security from the Risk to Health Imposed by Emp-loyment B	Index of Security from the Risk Imposed by Poverty at the End of Working Life C	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment A	Index of Security from the Risk to Health Imposed by Emp-loyment B	Index of Security from the Risk Imposed by Poverty at the End of Working Life C	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment A	Index of Security from the Risk to Health Imposed by Emp-loyment B	Index of Security from the Risk Imposed by Poverty at the End of Working Life C	Overall Index of Labour Market Security D=(A+B+C)/3
1980	0.143	0.685	0.532	0.453	0.168	0.510	0.465	0.381	0.245	0.524	0.351	0.373	0.048	0.370	0.370	0.262
1981	0.136	0.690	0.532	0.453	0.175	0.507	0.414	0.366	0.225	0.524	0.351	0.367	0.046	0.370	0.370	0.262
1982	0.137	0.702	0.532	0.457	0.155	0.510	0.551	0.405	0.198	0.524	0.391	0.371	0.043	0.370	0.370	0.261
1983	0.141	0.696	0.532	0.456	0.149	0.513	0.648	0.437	0.176	0.524	0.431	0.377	0.040	0.370	0.370	0.260
1984	0.162	0.713	0.532	0.469	0.136	0.522	0.719	0.459	0.171	0.524	0.469	0.388	0.036	0.387	0.370	0.264
1985	0.182	0.705	0.532	0.473	0.129	0.526	0.719	0.458	0.168	0.524	0.462	0.385	0.033	0.412	0.370	0.272
1986	0.185	0.697	0.532	0.471	0.130	0.531	0.719	0.460	0.176	0.524	0.455	0.385	0.029	0.434	0.370	0.277
1987	0.202	0.703	0.532	0.479	0.137	0.530	0.719	0.462	0.178	0.524	0.445	0.382	0.026	0.436	0.376	0.279
1988	0.206	0.706	0.516	0.476	0.146	0.524	0.719	0.463	0.175	0.524	0.435	0.378	0.028	0.428	0.382	0.279
1989	0.210	0.704	0.498	0.471	0.156	0.520	0.719	0.465	0.180	0.524	0.423	0.376	0.031	0.421	0.388	0.280
1990	0.218	0.706	0.479	0.468	0.175	0.520	0.719	0.471	0.191	0.524	0.412	0.376	0.035	0.428	0.393	0.285
1991	0.197	0.700	0.459	0.452	0.173	0.519	0.719	0.470	0.208	0.530	0.400	0.379	0.037	0.434	0.399	0.290
1992	0.136	0.706	0.565	0.469	0.163	0.536	0.719	0.472	0.171	0.521	0.387	0.360	0.069	0.447	0.405	0.307
1993	0.063	0.709	0.649	0.474	0.148	0.575	0.719	0.481	0.143	0.534	0.373	0.350	0.080	0.528	0.410	0.340
1994	0.052	0.707	0.715	0.491	0.132	0.585	0.719	0.479	0.126	0.543	0.358	0.342	0.065	0.562	0.415	0.347
1995	0.065	0.731	0.767	0.521	0.131	0.590	0.719	0.480	0.119	0.565	0.358	0.347	0.057	0.594	0.420	0.357
1996	0.077	0.752	0.767	0.532	0.129	0.590	0.719	0.479	0.113	0.601	0.358	0.357	0.051	0.610	0.420	0.360
1997	0.102	0.740	0.767	0.536	0.125	0.595	0.719	0.480	0.099	0.611	0.358	0.356	0.047	0.623	0.420	0.363
1998	0.119	0.735	0.767	0.541	0.127	0.602	0.719	0.483	0.105	0.611	0.358	0.358	0.057	0.607	0.420	0.362
1999	0.130	0.754	0.767	0.550	0.148	0.604	0.719	0.490	0.118	0.615	0.358	0.363	0.063	0.611	0.420	0.365
2000	0.135	0.754	0.767	0.552	0.172	0.604	0.719	0.498	0.129	0.625	0.358	0.371	0.075	0.610	0.420	0.368
2001	0.141	0.754	0.767	0.554	0.185	0.604	0.719	0.502	0.129	0.625	0.358	0.371	0.088	0.610	0.420	0.373
				0.100				0.122				-0.003				0.110

Table 7: Overall Index of Labour Market Security

	Japan				Netherlands				New Zealand				Norway			
	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B)/2	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B)/2	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3
	A	B	C	2	A	B	C	C)/3	A	B	C	2	A	B	C	C)/3
1980	0.087	0.849	na	0.468	0.306	0.875	0.073	0.418	0.089	0.607	na	0.348	0.222	0.801	0.305	0.443
1981	0.087	0.814	na	0.450	0.275	0.887	0.073	0.412	0.087	0.667	na	0.377	0.251	0.749	0.385	0.462
1982	0.086	0.849	na	0.468	0.237	0.884	0.073	0.398	0.090	0.768	na	0.429	0.246	0.732	0.435	0.471
1983	0.085	0.849	na	0.467	0.177	0.887	0.073	0.379	0.087	0.806	na	0.446	0.239	0.749	0.460	0.483
1984	0.089	0.814	na	0.452	0.185	0.892	0.096	0.391	0.087	0.776	na	0.431	0.269	0.784	0.461	0.505
1985	0.094	0.849	na	0.471	0.209	0.892	0.118	0.406	0.092	0.782	na	0.437	0.311	0.749	0.439	0.500
1986	0.093	0.884	na	0.488	0.222	0.892	0.139	0.418	0.094	0.788	na	0.441	0.319	0.766	0.395	0.493
1987	0.092	0.884	na	0.488	0.238	0.887	0.160	0.428	0.094	0.794	na	0.444	0.319	0.781	0.443	0.514
1988	0.092	0.884	na	0.488	0.238	0.891	0.184	0.437	0.087	0.800	na	0.444	0.300	0.792	0.488	0.527
1989	0.093	0.884	na	0.488	0.246	0.889	0.207	0.447	0.079	0.917	na	0.498	0.276	0.801	0.530	0.536
1990	0.093	0.884	na	0.488	0.249	0.889	0.229	0.456	0.073	0.783	na	0.428	0.259	0.784	0.569	0.537
1991	0.093	0.884	na	0.488	0.251	0.889	0.251	0.464	0.060	0.808	na	0.434	0.253	0.488	0.605	0.449
1992	0.093	0.884	na	0.488	0.240	0.889	0.251	0.460	0.054	0.832	na	0.443	0.240	0.418	0.603	0.420
1993	0.092	0.884	na	0.488	0.199	0.889	0.251	0.446	0.057	0.819	na	0.438	0.232	0.453	0.601	0.429
1994	0.091	0.884	na	0.487	0.187	0.889	0.251	0.442	0.061	0.819	na	0.440	0.235	0.558	0.598	0.464
1995	0.091	0.884	na	0.487	0.189	0.889	0.251	0.443	0.069	0.819	na	0.444	0.243	0.801	0.596	0.547
1996	0.090	0.884	na	0.487	0.200	0.889	0.251	0.447	0.077	0.819	na	0.448	0.251	0.801	0.596	0.549
1997	0.091	0.884	na	0.487	0.224	0.889	0.251	0.455	0.080	0.819	na	0.449	0.262	0.801	0.596	0.553
1998	0.092	0.884	na	0.488	0.244	0.889	0.251	0.461	0.074	0.819	na	0.446	0.277	0.801	0.596	0.558
1999	0.093	0.884	na	0.488	0.257	0.889	0.251	0.466	0.074	0.819	na	0.446	0.282	0.811	0.596	0.563
2000	0.093	0.884	na	0.488	0.263	0.889	0.251	0.468	0.077	0.819	na	0.448	0.281	0.815	0.596	0.564
2001	0.092	0.884	na	0.488	0.270	0.889	0.251	0.470	0.080	0.819	na	0.449	0.279	0.836	0.596	0.570
				0.020				0.052				0.101				0.128

Table 7: Overall Index of Labour Market Security

	Sweden				Switzerland				United Kingdom				United States			
	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B)/2	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3	Index of Security from the Risk Imposed by Unemp-loyment	Index of Security from the Risk to Health Imposed by Emp-loyment	Index of Security from the Risk Imposed by Poverty at the End of Working Life	Overall Index of Labour Market Security D=(A+B+C)/3
	A	B	C		A	B	C		A	B	C		A	B	C	
1980	0.258	0.845	0.718	0.607	0.054	0.621	na	0.337	0.035	0.889	0.490	0.471	0.014	0.433	0.084	0.177
1981	0.253	0.842	0.724	0.606	0.054	0.621	na	0.337	0.026	0.889	0.545	0.487	0.015	0.435	0.091	0.180
1982	0.257	0.849	0.731	0.612	0.053	0.621	na	0.337	0.022	0.888	0.591	0.500	0.013	0.437	0.098	0.183
1983	0.263	0.845	0.738	0.616	0.050	0.621	na	0.336	0.019	0.888	0.630	0.512	0.012	0.452	0.105	0.190
1984	0.266	0.854	0.745	0.622	0.061	0.621	na	0.341	0.018	0.889	0.662	0.523	0.014	0.445	0.112	0.190
1985	0.271	0.859	0.751	0.627	0.075	0.617	na	0.346	0.016	0.891	0.690	0.532	0.015	0.447	0.118	0.193
1986	0.280	0.856	0.758	0.631	0.075	0.621	na	0.348	0.016	0.893	0.712	0.540	0.014	0.449	0.125	0.196
1987	0.287	0.857	0.763	0.636	0.076	0.619	na	0.347	0.017	0.893	0.676	0.529	0.013	0.454	0.138	0.202
1988	0.278	0.856	0.748	0.627	0.076	0.618	na	0.347	0.022	0.886	0.630	0.513	0.014	0.457	0.151	0.207
1989	0.267	0.859	0.733	0.620	0.077	0.623	na	0.350	0.025	0.893	0.571	0.496	0.014	0.454	0.164	0.211
1990	0.256	0.854	0.716	0.609	0.077	0.611	na	0.344	0.027	0.894	0.494	0.472	0.014	0.464	0.177	0.218
1991	0.234	0.864	0.699	0.599	0.074	0.623	na	0.349	0.025	0.896	0.395	0.438	0.013	0.464	0.189	0.222
1992	0.199	0.863	0.681	0.581	0.080	0.654	na	0.367	0.021	0.898	0.437	0.452	0.012	0.453	0.201	0.222
1993	0.157	0.859	0.681	0.565	0.085	0.685	na	0.385	0.019	0.901	0.475	0.465	0.013	0.476	0.212	0.234
1994	0.133	0.826	0.681	0.547	0.084	0.688	na	0.386	0.020	0.903	0.509	0.477	0.013	0.487	0.224	0.241
1995	0.127	0.875	0.681	0.561	0.085	0.693	na	0.389	0.022	0.905	0.540	0.489	0.014	0.498	0.205	0.239
1996	0.113	0.875	0.681	0.557	0.084	0.714	na	0.399	0.024	0.906	0.540	0.490	0.015	0.531	0.187	0.244
1997	0.103	0.878	0.681	0.554	0.081	0.729	na	0.405	0.027	0.905	0.540	0.491	0.016	0.548	0.169	0.244
1998	0.114	0.880	0.681	0.558	0.092	0.732	na	0.412	0.028	0.908	0.540	0.492	0.016	0.570	0.169	0.252
1999	0.123	0.876	0.681	0.560	0.104	0.748	na	0.426	0.028	0.909	0.540	0.492	0.016	0.596	0.169	0.260
2000	0.136	0.876	0.681	0.564	0.106	0.752	na	0.429	0.029	0.908	0.540	0.492	0.017	0.596	0.169	0.260
2001	0.141	0.876	0.681	0.566	0.107	0.752	na	0.430	0.029	0.908	0.540	0.493	0.016	0.596	0.169	0.260
				-0.041				0.092				0.021				0.083

Table 8: Overall Index of Labour Market Well-being

	Australia					Belgium					Canada				
	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4
	A	B	C	D		A	B	C	D		A	B	C	D	
1980	0.2234	0.7849	0.7215	0.3377	0.5169	0.5429	0.3908	0.8312	0.3766	0.5354	0.2965	0.7487	0.4724	0.2842	0.4505
1981	0.2381	0.7938	0.7251	0.3370	0.5235	0.5666	0.4002	0.8312	0.3562	0.5386	0.3028	0.7571	0.4645	0.2975	0.4555
1982	0.2451	0.8028	0.7105	0.3344	0.5232	0.5627	0.4097	0.8312	0.3416	0.5363	0.3244	0.7656	0.4461	0.3155	0.4629
1983	0.2562	0.8119	0.7103	0.3289	0.5268	0.5700	0.4193	0.8312	0.3495	0.5425	0.3199	0.7741	0.4273	0.3324	0.4634
1984	0.2585	0.8210	0.7103	0.3282	0.5295	0.5829	0.4289	0.8312	0.3465	0.5474	0.3349	0.7827	0.4081	0.3488	0.4686
1985	0.2671	0.8301	0.7471	0.3278	0.5430	0.5890	0.4386	0.8312	0.3511	0.5525	0.3465	0.7913	0.3885	0.3636	0.4725
1986	0.2563	0.8332	0.7141	0.3332	0.5342	0.6034	0.4475	0.8347	0.3440	0.5574	0.3468	0.7985	0.3685	0.3772	0.4728
1987	0.2394	0.8363	0.7288	0.3372	0.5354	0.6154	0.4565	0.8347	0.3354	0.5605	0.3549	0.8057	0.3687	0.3885	0.4794
1988	0.2248	0.8394	0.7104	0.3418	0.5291	0.6199	0.4656	0.8346	0.3332	0.5633	0.3687	0.8129	0.3688	0.4075	0.4895
1989	0.2297	0.8425	0.7140	0.3467	0.5332	0.6047	0.4747	0.8384	0.3471	0.5662	0.3752	0.8202	0.3735	0.4258	0.4987
1990	0.2305	0.8456	0.7289	0.3345	0.5349	0.6461	0.4838	0.8419	0.3572	0.5823	0.3944	0.8275	0.3781	0.4398	0.5100
1991	0.2493	0.8489	0.7216	0.3196	0.5349	0.7139	0.4943	0.8419	0.3606	0.6027	0.4202	0.8342	0.4244	0.4523	0.5328
1992	0.2830	0.8523	0.7255	0.3049	0.5414	0.7441	0.5048	0.8384	0.3577	0.6112	0.4397	0.8409	0.4138	0.4527	0.5368
1993	0.3125	0.8557	0.7330	0.2942	0.5489	0.7593	0.5154	0.8491	0.3487	0.6181	0.4366	0.8476	0.4617	0.4573	0.5508
1994	0.3248	0.8590	0.7147	0.2855	0.5460	0.7864	0.5261	0.8491	0.4497	0.6528	0.4266	0.8543	0.4237	0.4630	0.5419
1995	0.3202	0.8624	0.7036	0.2909	0.5443	0.7792	0.5368	0.8491	0.3454	0.6276	0.4200	0.8611	0.4237	0.4649	0.5424
1996	0.3465	0.8658	0.7036	0.2935	0.5524	0.7866	0.5477	0.8491	0.3618	0.6363	0.4852	0.8679	0.4237	0.4701	0.5617
1997	0.3892	0.8692	0.7036	0.2926	0.5636	0.8034	0.5586	0.8491	0.3644	0.6439	0.5082	0.8747	0.4237	0.4654	0.5680
1998	0.4071	0.8726	0.7036	0.2927	0.5690	0.8072	0.5696	0.8491	0.3747	0.6501	0.5190	0.8816	0.4237	0.4631	0.5719
1999	0.4323	0.8760	0.7036	0.3008	0.5782	0.8410	0.5807	0.8491	0.3688	0.6599	0.5599	0.8885	0.4237	0.4655	0.5844
2000	0.4186	0.8794	0.7036	0.3007	0.5756	0.8726	0.5919	0.8491	0.3830	0.6742	0.6238	0.8954	0.4237	0.4634	0.6016
2001	0.4478	0.8828	0.7036	0.3003	0.5836	0.8919	0.6032	0.8491	0.4006	0.6862	0.6531	0.9023	0.4237	0.4631	0.6106

Source: Tables 1, 2, 3 and 7.

Table 8: Overall Index of Labour Market Well-being

	Denmark					Finland					France				
	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4
	A	B	C	D		A	B	C	D		A	B	C	D	
1980	0.3810	0.6725	0.8743	0.4539	0.5954	0.0941	0.4658	0.8050	0.4535	0.4546	0.3419	0.4554	0.6287	0.3809	0.4517
1981	0.3375	0.6761	0.8712	0.4377	0.5806	0.1149	0.4794	0.8019	0.4530	0.4623	0.3785	0.4631	0.6372	0.3655	0.4611
1982	0.3505	0.6797	0.8684	0.4355	0.5835	0.1199	0.4932	0.7988	0.4571	0.4673	0.4115	0.4708	0.6420	0.4052	0.4824
1983	0.3548	0.6833	0.8691	0.4438	0.5877	0.1310	0.5072	0.7957	0.4563	0.4725	0.4231	0.4785	0.6548	0.4371	0.4984
1984	0.3286	0.6869	0.8626	0.4507	0.5822	0.1386	0.5213	0.7958	0.4691	0.4812	0.4374	0.4863	0.6668	0.4589	0.5124
1985	0.3230	0.6906	0.8681	0.4549	0.5841	0.1650	0.5355	0.7960	0.4733	0.4925	0.4535	0.4942	0.6598	0.4581	0.5164
1986	0.3159	0.6919	0.8616	0.4624	0.5829	0.1937	0.5480	0.7961	0.4712	0.5023	0.4496	0.5016	0.6477	0.4601	0.5147
1987	0.3519	0.6931	0.8619	0.4644	0.5928	0.2316	0.5605	0.7924	0.4791	0.5159	0.4587	0.5090	0.6441	0.4618	0.5184
1988	0.3586	0.6944	0.8684	0.4594	0.5952	0.2418	0.5732	0.8063	0.4760	0.5243	0.4717	0.5165	0.6355	0.4630	0.5217
1989	0.3727	0.6957	0.8657	0.4468	0.5952	0.2743	0.5859	0.7816	0.4707	0.5282	0.4907	0.5241	0.6239	0.4650	0.5259
1990	0.3742	0.6970	0.8691	0.4235	0.5909	0.3123	0.5988	0.7961	0.4678	0.5438	0.4598	0.5316	0.6283	0.4712	0.5227
1991	0.3827	0.7006	0.8691	0.3956	0.5870	0.3528	0.6098	0.8137	0.4519	0.5570	0.4761	0.5393	0.6283	0.4700	0.5284
1992	0.3782	0.7042	0.8691	0.3655	0.5792	0.3608	0.6208	0.8273	0.4691	0.5695	0.5286	0.5469	0.6355	0.4725	0.5459
1993	0.4073	0.7078	0.8691	0.3671	0.5878	0.3542	0.6319	0.8413	0.4736	0.5752	0.5317	0.5546	0.6283	0.4806	0.5488
1994	0.4106	0.7115	0.8691	0.3620	0.5883	0.3517	0.6431	0.8223	0.4911	0.5770	0.5313	0.5624	0.6239	0.4785	0.5490
1995	0.4247	0.7151	0.8691	0.3601	0.5923	0.3435	0.6544	0.8223	0.5210	0.5853	0.5452	0.5702	0.6239	0.4799	0.5548
1996	0.4350	0.7188	0.8691	0.3589	0.5954	0.3609	0.6658	0.8223	0.5317	0.5952	0.5555	0.5780	0.6239	0.4792	0.5591
1997	0.4305	0.7224	0.8691	0.3603	0.5956	0.3684	0.6772	0.8223	0.5363	0.6011	0.5622	0.5859	0.6239	0.4796	0.5629
1998	0.4772	0.7261	0.8691	0.3627	0.6088	0.3850	0.6888	0.8223	0.5406	0.6092	0.5745	0.5938	0.6239	0.4827	0.5687
1999	0.4875	0.7297	0.8691	0.3657	0.6130	0.4561	0.7004	0.8223	0.5502	0.6322	0.5761	0.6018	0.6239	0.4901	0.5730
2000	0.5069	0.7334	0.8691	0.3714	0.6202	0.4876	0.7121	0.8223	0.5518	0.6434	0.5851	0.6098	0.6239	0.4980	0.5792
2001	0.5297	0.7371	0.8691	0.3749	0.6277	0.5137	0.7239	0.8223	0.5539	0.6535	0.6177	0.6179	0.6239	0.5024	0.5905

Table 8: Overall Index of Labour Market Well-being

	Germany					Italy					Japan				
	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4
	A	B	C	D		A	B	C	D		A	B	C	D	
1980	0.3913	0.7332	0.7543	0.3732	0.5630	0.4059	0.0833	0.7646	0.2624	0.3791	0.1930	0.5278	0.6840	0.4680	0.4682
1981	0.4068	0.7469	0.7543	0.3667	0.5687	0.4308	0.0966	0.7566	0.2617	0.3864	0.2136	0.5385	0.6764	0.4504	0.4697
1982	0.4074	0.7607	0.7543	0.3710	0.5734	0.4278	0.1101	0.8146	0.2607	0.4033	0.2326	0.5492	0.6688	0.4677	0.4796
1983	0.4160	0.7747	0.7543	0.3769	0.5805	0.4389	0.1238	0.7961	0.2597	0.4046	0.2387	0.5601	0.6575	0.4670	0.4808
1984	0.4315	0.7888	0.7325	0.3879	0.5852	0.4520	0.1377	0.7948	0.2641	0.4122	0.2476	0.5710	0.6537	0.4515	0.4810
1985	0.4484	0.8030	0.7688	0.3848	0.6012	0.4697	0.1518	0.7951	0.2716	0.4221	0.2593	0.5820	0.6613	0.4715	0.4935
1986	0.4590	0.8132	0.7759	0.3849	0.6083	0.4683	0.1651	0.7954	0.2775	0.4266	0.2676	0.5922	0.6537	0.4883	0.5004
1987	0.4782	0.8234	0.7867	0.3823	0.6177	0.4946	0.1786	0.8144	0.2790	0.4416	0.2896	0.6025	0.6540	0.4878	0.5085
1988	0.4949	0.8338	0.7935	0.3781	0.6251	0.5376	0.1923	0.8425	0.2793	0.4629	0.3113	0.6128	0.6543	0.4881	0.5166
1989	0.5103	0.8442	0.8047	0.3757	0.6337	0.5661	0.2062	0.8706	0.2800	0.4807	0.3327	0.6232	0.6506	0.4883	0.5237
1990	0.5395	0.8546	0.7939	0.3756	0.6409	0.5050	0.2203	0.8423	0.2854	0.4633	0.2657	0.6337	0.6510	0.4884	0.5097
1991	0.4258	0.8471	0.8181	0.3794	0.6176	0.5846	0.2349	0.8141	0.2899	0.4809	0.3812	0.6443	0.6628	0.4884	0.5442
1992	0.4721	0.8525	0.8087	0.3596	0.6232	0.6103	0.2496	0.7721	0.3065	0.4846	0.3822	0.6549	0.6787	0.4884	0.5510
1993	0.4805	0.8579	0.8358	0.3497	0.6310	0.6456	0.2646	0.7301	0.3395	0.4950	0.3962	0.6656	0.6782	0.4878	0.5570
1994	0.4895	0.8634	0.8358	0.3422	0.6327	0.6507	0.2798	0.7301	0.3472	0.5020	0.4154	0.6764	0.6827	0.4873	0.5655
1995	0.5153	0.8689	0.8358	0.3473	0.6418	0.6474	0.2952	0.7301	0.3570	0.5074	0.4338	0.6873	0.6827	0.4872	0.5728
1996	0.5309	0.8743	0.8358	0.3571	0.6495	0.6520	0.3108	0.7301	0.3604	0.5133	0.4502	0.6983	0.6827	0.4871	0.5796
1997	0.5350	0.8798	0.8358	0.3559	0.6516	0.6746	0.3267	0.7301	0.3635	0.5237	0.4644	0.7093	0.6827	0.4874	0.5859
1998	0.5381	0.8853	0.8358	0.3580	0.6543	0.6272	0.3427	0.7301	0.3616	0.5154	0.5102	0.7204	0.6827	0.4880	0.6003
1999	0.5279	0.8909	0.8358	0.3635	0.6545	0.6319	0.3590	0.7301	0.3649	0.5215	0.5621	0.7316	0.6827	0.4884	0.6162
2000	0.5308	0.8964	0.8358	0.3705	0.6584	0.6119	0.3756	0.7301	0.3683	0.5214	0.5881	0.7429	0.6827	0.4884	0.6255
2001	0.5318	0.9020	0.8358	0.3705	0.6600	0.5878	0.3923	0.7301	0.3729	0.5208	0.6230	0.7542	0.6827	0.4877	0.6369

Table 8: Overall Index of Labour Market Well-being

	Netherlands					New Zealand					Norway				
	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4
	A	B	C	D		A	B	C	D		A	B	C	D	
1980	0.5663	0.4580	0.7935	0.4180	0.5590	0.1977	0.6802	0.7103	0.3479	0.4840	0.1534	0.5472	0.8928	0.4427	0.5090
1981	0.5136	0.4717	0.7935	0.4119	0.5477	0.2124	0.6869	0.7103	0.3768	0.4966	0.1424	0.5556	0.8931	0.4617	0.5132
1982	0.5022	0.4855	0.7935	0.3980	0.5448	0.1978	0.6936	0.7103	0.4292	0.5077	0.1505	0.5640	0.8934	0.4709	0.5197
1983	0.5002	0.4994	0.7935	0.3793	0.5431	0.1297	0.7003	0.7103	0.4464	0.4967	0.1572	0.5726	0.8936	0.4827	0.5265
1984	0.4864	0.5135	0.7935	0.3909	0.5461	0.1185	0.7070	0.7103	0.4313	0.4918	0.1688	0.5812	0.8879	0.5047	0.5356
1985	0.4822	0.5278	0.7935	0.4064	0.5525	0.1175	0.7138	0.7159	0.4372	0.4961	0.1834	0.5898	0.8822	0.4996	0.5388
1986	0.4941	0.5412	0.7867	0.4178	0.5599	0.1014	0.7202	0.7215	0.4413	0.4961	0.2684	0.5952	0.8764	0.4935	0.5583
1987	0.4130	0.5548	0.7903	0.4285	0.5466	0.0983	0.7267	0.7123	0.4444	0.4954	0.2949	0.6006	0.8705	0.5144	0.5701
1988	0.4103	0.5684	0.7762	0.4374	0.5481	0.1094	0.7331	0.7030	0.4436	0.4973	0.3120	0.6060	0.8870	0.5269	0.5830
1989	0.4067	0.5823	0.7726	0.4471	0.5522	0.1213	0.7396	0.6896	0.4980	0.5121	0.3021	0.6115	0.9035	0.5357	0.5882
1990	0.4150	0.5962	0.7726	0.4558	0.5599	0.1136	0.7461	0.6763	0.4281	0.4910	0.3097	0.6169	0.9068	0.5373	0.5927
1991	0.4224	0.6074	0.7726	0.4637	0.5665	0.1166	0.7500	0.6724	0.4340	0.4933	0.3346	0.6284	0.9101	0.4486	0.5804
1992	0.4562	0.6187	0.7726	0.4598	0.5768	0.1210	0.7538	0.6686	0.4430	0.4966	0.3705	0.6399	0.9083	0.4205	0.5848
1993	0.4758	0.6301	0.7768	0.4464	0.5823	0.1224	0.7577	0.6725	0.4376	0.4975	0.3685	0.6515	0.9064	0.4287	0.5888
1994	0.4591	0.6415	0.7762	0.4424	0.5798	0.1221	0.7616	0.6763	0.4399	0.5000	0.3974	0.6632	0.9064	0.4637	0.6077
1995	0.5038	0.6531	0.7762	0.4430	0.5940	0.1214	0.7655	0.6763	0.4439	0.5018	0.4037	0.6751	0.9064	0.5467	0.6330
1996	0.5013	0.6647	0.7762	0.4467	0.5973	0.1150	0.7694	0.6763	0.4476	0.5021	0.3938	0.6870	0.9064	0.5493	0.6341
1997	0.5032	0.6765	0.7762	0.4546	0.6026	0.1156	0.7733	0.6763	0.4492	0.5036	0.4112	0.6990	0.9064	0.5530	0.6424
1998	0.5078	0.6883	0.7762	0.4612	0.6084	0.1310	0.7772	0.6763	0.4464	0.5077	0.4901	0.7111	0.9064	0.5580	0.6664
1999	0.5275	0.7002	0.7762	0.4656	0.6174	0.1300	0.7812	0.6763	0.4464	0.5085	0.5086	0.7233	0.9064	0.5629	0.6753
2000	0.5360	0.7122	0.7762	0.4677	0.6230	0.1353	0.7851	0.6763	0.4480	0.5112	0.5445	0.7356	0.9064	0.5639	0.6876
2001	0.5610	0.7243	0.7762	0.4699	0.6329	0.1376	0.7891	0.6763	0.4494	0.5131	0.5739	0.7479	0.9064	0.5702	0.6996

Table 8: Overall Index of Labour Market Well-being

	Sweden					Switzerland					United Kingdom				
	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being E=(A+B+C+D)/4
	A	B	C	D		A	B	C	D		A	B	C	D	
1980	0.2411	0.4218	0.8967	0.6069	0.5416	0.5234	0.6841	0.7474	0.3374	0.5731	0.1019	0.4438	0.7325	0.4712	0.4374
1981	0.2435	0.4347	0.8956	0.6061	0.5450	0.5260	0.6918	0.7474	0.3374	0.5756	0.1304	0.4535	0.7067	0.4867	0.4443
1982	0.2241	0.4478	0.9047	0.6123	0.5472	0.5272	0.6995	0.7474	0.3368	0.5777	0.1345	0.4632	0.6954	0.5003	0.4483
1983	0.2055	0.4610	0.9167	0.6156	0.5497	0.5473	0.7072	0.7474	0.3356	0.5844	0.1602	0.4730	0.6916	0.5122	0.4593
1984	0.2108	0.4743	0.9009	0.6218	0.5519	0.5425	0.7150	0.7474	0.3412	0.5865	0.1827	0.4829	0.6764	0.5232	0.4663
1985	0.2170	0.4877	0.8910	0.6271	0.5557	0.5625	0.7229	0.7474	0.3456	0.5946	0.1873	0.4929	0.6725	0.5323	0.4712
1986	0.2405	0.5006	0.8898	0.6312	0.5655	0.5740	0.7305	0.7474	0.3480	0.6000	0.2175	0.5023	0.6648	0.5405	0.4813
1987	0.2760	0.5137	0.8863	0.6359	0.5780	0.5733	0.7383	0.7474	0.3472	0.6015	0.2436	0.5118	0.6414	0.5290	0.4815
1988	0.2795	0.5269	0.8858	0.6274	0.5799	0.5830	0.7460	0.7474	0.3474	0.6060	0.2489	0.5214	0.6335	0.5127	0.4791
1989	0.3064	0.5402	0.8795	0.6195	0.5864	0.6010	0.7538	0.7474	0.3498	0.6130	0.2589	0.5310	0.6256	0.4965	0.4780
1990	0.3436	0.5536	0.9043	0.6087	0.6026	0.6196	0.7616	0.7474	0.3438	0.6181	0.2743	0.5407	0.6217	0.4716	0.4771
1991	0.3440	0.5668	0.8820	0.5993	0.5980	0.6149	0.7685	0.7474	0.3487	0.6199	0.2814	0.5505	0.6259	0.4385	0.4740
1992	0.3642	0.5801	0.8829	0.5809	0.6020	0.6398	0.7755	0.7582	0.3669	0.6351	0.3126	0.5603	0.6178	0.4521	0.4857
1993	0.3799	0.5935	0.8770	0.5655	0.6040	0.6254	0.7825	0.7508	0.3852	0.6360	0.3231	0.5702	0.6138	0.4649	0.4930
1994	0.3929	0.6071	0.8770	0.5468	0.6059	0.6149	0.7895	0.7620	0.3858	0.6381	0.3367	0.5802	0.6179	0.4772	0.5030
1995	0.3827	0.6208	0.8770	0.5613	0.6104	0.6375	0.7965	0.7479	0.3889	0.6427	0.3381	0.5902	0.6017	0.4890	0.5048
1996	0.4274	0.6346	0.8770	0.5565	0.6239	0.6422	0.8036	0.7479	0.3990	0.6482	0.3363	0.6004	0.6017	0.4902	0.5071
1997	0.4446	0.6486	0.8770	0.5539	0.6310	0.6656	0.8107	0.7479	0.4050	0.6573	0.3525	0.6106	0.6017	0.4908	0.5139
1998	0.4355	0.6627	0.8770	0.5582	0.6333	0.6716	0.8178	0.7479	0.4124	0.6624	0.3755	0.6208	0.6017	0.4920	0.5225
1999	0.4182	0.6769	0.8770	0.5600	0.6330	0.6760	0.8250	0.7479	0.4257	0.6686	0.3960	0.6312	0.6017	0.4925	0.5303
2000	0.3986	0.6913	0.8770	0.5643	0.6328	0.6863	0.8322	0.7479	0.4293	0.6739	0.3999	0.6416	0.6017	0.4924	0.5339
2001	0.4130	0.7058	0.8770	0.5662	0.6405	0.6932	0.8394	0.7479	0.4296	0.6775	0.4119	0.6521	0.6017	0.4926	0.5396

Table 8: Overall Index of Labour Market Well-being

United States

	Labour Market Income	Human Capital	Labour Market Equality	Labour Market Security	Overall Index of Labour Market Well-being
	A	B	C	D	E=(A+B+C+D)/4
1980	0.4843	0.7513	0.2910	0.1773	0.4259
1981	0.4859	0.7587	0.2666	0.1803	0.4229
1982	0.4928	0.7662	0.2469	0.1826	0.4221
1983	0.4966	0.7737	0.2269	0.1898	0.4217
1984	0.5084	0.7812	0.2065	0.1903	0.4216
1985	0.5287	0.7888	0.1858	0.1934	0.4242
1986	0.5451	0.7947	0.1453	0.1960	0.4203
1987	0.5608	0.8006	0.1346	0.2018	0.4244
1988	0.5847	0.8065	0.1208	0.2074	0.4299
1989	0.5808	0.8125	0.1373	0.2106	0.4353
1990	0.5971	0.8185	0.1747	0.2182	0.4521
1991	0.6087	0.8272	0.1653	0.2222	0.4558
1992	0.6309	0.8359	0.1592	0.2222	0.4621
1993	0.6406	0.8447	0.1532	0.2337	0.4680
1994	0.6491	0.8535	0.0838	0.2414	0.4569
1995	0.6581	0.8624	0.0833	0.2391	0.4607
1996	0.6755	0.8713	0.0833	0.2442	0.4686
1997	0.6953	0.8803	0.0833	0.2441	0.4758
1998	0.7435	0.8893	0.0833	0.2516	0.4919
1999	0.7745	0.8984	0.0833	0.2603	0.5041
2000	0.8156	0.9075	0.0833	0.2603	0.5167
2001	0.8181	0.9167	0.0833	0.2601	0.5196

Table 9: Overall Index of Labour Market Well Being and Components Ranks, 1999

	Overall Index				Labour Market Income				Human Capital			
	1980 level	2001 level	Difference	Rank 2001	1980 level	2001 level	Difference	Rank 2001	1980 level	2001 level	Difference	Rank 2001
Australia	0.517	0.584	0.067	12	0.223	0.448	0.224	13	0.785	0.883	0.098	4
Belgium	0.535	0.686	0.151	2	0.543	0.892	0.349	1	0.391	0.603	0.212	15
Canada	0.450	0.611	0.160	10	0.296	0.653	0.357	4	0.749	0.902	0.154	2
Denmark	0.595	0.628	0.032	9	0.381	0.530	0.149	11	0.672	0.737	0.065	9
Finland	0.455	0.653	0.199	5	0.094	0.514	0.420	12	0.466	0.724	0.258	11
France	0.452	0.590	0.139	11	0.342	0.618	0.276	6	0.455	0.618	0.162	14
Germany	0.563	0.660	0.097	4	0.391	0.532	0.141	10	0.733	0.902	0.169	3
Italy	0.379	0.521	0.142	14	0.406	0.588	0.182	7	0.083	0.392	0.309	16
Japan	0.468	0.637	0.169	7	0.193	0.623	0.430	5	0.528	0.754	0.226	7
Netherlands	0.559	0.633	0.074	8	0.566	0.561	-0.005	9	0.458	0.724	0.266	10
New Zealand	0.484	0.513	0.029	16	0.198	0.138	-0.060	16	0.680	0.789	0.109	6
Norway	0.509	0.700	0.191	1	0.153	0.574	0.420	8	0.547	0.748	0.201	8
Sweden	0.542	0.640	0.099	6	0.241	0.413	0.172	14	0.422	0.706	0.284	12
Switzerland	0.573	0.678	0.104	3	0.523	0.693	0.170	3	0.684	0.839	0.155	5
UK	0.437	0.540	0.102	13	0.102	0.412	0.310	15	0.444	0.652	0.208	13
US	0.426	0.520	0.094	15	0.484	0.818	0.334	2	0.751	0.917	0.165	1

Source: Table 7 and 8

Table 9: Overall Index of Labour Market Well Being and Components Ranks, 1999

	Labour Market Equality				Labour Market Security				Index of Security from the Risk Imposed by Unemployment			
	1980 level	2001 level	Difference	Rank 2001	1980 level	2001 level	Difference	Rank 2001	1980 level	2001 level	Difference	Rank 2001
Australia	0.721	0.704	-0.018	1	0.338	0.300	-0.037	15	0.059	0.057	-0.002	13
Belgium	0.377	0.401	0.024	12	0.377	0.401	0.024	11	0.197	0.142	-0.055	5
Canada	0.284	0.463	0.179	9	0.284	0.463	0.179	8	0.046	0.051	0.005	14
Denmark	0.454	0.375	-0.079	13	0.454	0.375	-0.079	12	0.217	0.195	-0.022	3
Finland	0.453	0.554	0.100	4	0.453	0.554	0.100	3	0.143	0.141	-0.002	7
France	0.381	0.502	0.122	5	0.381	0.502	0.122	4	0.168	0.185	0.017	4
Germany	0.373	0.371	-0.003	15	0.373	0.371	-0.003	14	0.245	0.129	-0.116	8
Italy	0.262	0.373	0.110	14	0.262	0.373	0.110	13	0.048	0.088	0.040	11
Japan	0.468	0.488	0.020	7	0.468	0.488	0.020	6	0.087	0.092	0.005	10
Netherlands	0.418	0.470	0.052	8	0.418	0.470	0.052	7	0.306	0.270	-0.036	2
New Zealand	0.348	0.449	0.101	10	0.348	0.449	0.101	9	0.089	0.080	-0.009	12
Norway	0.443	0.570	0.128	2	0.443	0.570	0.128	1	0.222	0.279	0.057	1
Sweden	0.607	0.566	-0.041	3	0.607	0.566	-0.041	2	0.258	0.141	-0.116	6
Switzerland	0.337	0.430	0.092	11	0.337	0.430	0.092	10	0.054	0.107	0.053	9
UK	0.471	0.493	0.021	6	0.471	0.493	0.021	5	0.035	0.029	-0.006	15
US	0.177	0.260	0.083	16	0.177	0.260	0.083	16	0.014	0.016	0.002	16

Table 9: Overall Index of Labour Market Well Being and Components Ranks, 1999

	Index of Security from the Risk to Health Imposed by Employment				Index of Security from the Risk Imposed by Poverty at the End of Working Life			
	1980 level	2001 level	Difference	Rank 2001	1980 level	2001 level	Difference	Rank 2001
Australia	0.762	0.799	0.038	8	0.193	0.045	-0.148	13
Belgium	0.405	0.564	0.159	16	0.528	0.496	-0.032	7
Canada	0.648	0.697	0.049	11	0.159	0.641	0.482	4
Denmark	0.796	0.819	0.022	7	0.348	0.111	-0.237	12
Finland	0.685	0.754	0.068	9	0.532	0.767	0.234	1
France	0.510	0.604	0.094	14	0.465	0.719	0.254	2
Germany	0.524	0.625	0.101	12	0.351	0.358	0.007	9
Italy	0.370	0.610	0.240	13	0.370	0.420	0.051	8
Japan	0.849	0.884	0.035	3	na	na	na	na
Netherlands	0.875	0.889	0.014	2	0.073	0.251	0.178	10
New Zealand	0.607	0.819	0.212	6	na	na	na	na
Norway	0.801	0.836	0.035	5	0.305	0.596	0.291	5
Sweden	0.845	0.876	0.031	4	0.718	0.681	-0.037	3
Switzerland	0.621	0.752	0.131	10	na	na	na	na
UK	0.889	0.908	0.020	1	0.490	0.540	0.050	6
US	0.433	0.596	0.162	15	0.084	0.169	0.084	11

Table 10: Index of Labour Market well Being and standardized Unemployment Rate, Selected OECD Countries, 1980-2001

	Australia				Belgium				Canada				Denmark			
	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB
1980	6.1851	0.5169	0.0000	0.0000	7.8167	0.5354	0.0000	0.0000	7.4784	0.4505	0.0000	0.0000	5.8149	0.5954	0.0000	0.0000
1981	5.8706	0.5235	-0.3145	0.0066	10.0640	0.5386	2.2473	0.0032	7.5755	0.4555	0.0971	0.0050	9.0748	0.5806	3.2599	-0.0148
1982	7.1285	0.5232	0.9435	0.0063	11.7251	0.5363	3.9084	0.0009	10.9748	0.4629	3.4964	0.0124	9.6034	0.5835	3.7885	-0.0119
1983	9.9590	0.5268	3.7739	0.0099	10.7480	0.5425	2.9313	0.0071	11.9461	0.4634	4.4676	0.0130	8.3699	0.5877	2.5550	-0.0077
1984	8.9867	0.5295	2.8016	0.0126	10.8164	0.5474	2.9997	0.0120	11.2972	0.4686	3.8187	0.0182	7.9142	0.5822	2.0993	-0.0132
1985	8.2579	0.5430	2.0729	0.0262	10.1392	0.5525	2.3225	0.0171	10.6509	0.4725	3.1725	0.0220	6.6221	0.5841	0.8072	-0.0113
1986	7.9257	0.5342	1.7406	0.0173	10.0480	0.5574	2.2313	0.0220	9.6404	0.4728	2.1620	0.0223	4.9883	0.5829	-0.8266	-0.0125
1987	7.8909	0.5354	1.7058	0.0185	9.8237	0.5605	2.0070	0.0251	8.8174	0.4794	1.3390	0.0290	5.0175	0.5928	-0.7974	-0.0026
1988	6.9962	0.5291	0.8112	0.0122	8.8211	0.5633	1.0044	0.0279	7.7527	0.4895	0.2743	0.0390	5.6519	0.5952	-0.1630	-0.0002
1989	5.9551	0.5332	-0.2300	0.0164	7.3758	0.5662	-0.4410	0.0308	7.5485	0.4987	0.0701	0.0482	6.8266	0.5952	1.0117	-0.0002
1990	6.6746	0.5349	0.4895	0.0180	6.5512	0.5823	-1.2655	0.0469	8.1217	0.5100	0.6433	0.0595	7.1710	0.5909	1.3561	-0.0045
1991	9.2828	0.5349	3.0977	0.0180	6.4414	0.6027	-1.3753	0.0673	10.3250	0.5328	2.8466	0.0823	7.8646	0.5870	2.0497	-0.0084
1992	10.4826	0.5414	4.2976	0.0245	7.0874	0.6112	-0.7293	0.0759	11.1545	0.5368	3.6760	0.0863	8.5989	0.5792	2.7840	-0.0162
1993	10.6081	0.5489	4.4231	0.0320	8.6296	0.6181	0.8129	0.0827	11.3525	0.5508	3.8740	0.1004	9.5530	0.5878	3.7381	-0.0076
1994	9.4510	0.5460	3.2659	0.0291	9.7640	0.6528	1.9472	0.1174	10.3599	0.5419	2.8815	0.0915	7.7235	0.5883	1.9086	-0.0071
1995	8.2210	0.5443	2.0359	0.0274	9.6929	0.6276	1.8761	0.0922	9.4447	0.5424	1.9663	0.0920	6.7557	0.5923	0.9408	-0.0032
1996	8.2351	0.5524	2.0501	0.0355	9.5394	0.6363	1.7227	0.1009	9.6426	0.5617	2.1642	0.1113	6.3235	0.5954	0.5086	0.0000
1997	8.2531	0.5636	2.0680	0.0468	9.2249	0.6439	1.4082	0.1085	9.0993	0.5680	1.6208	0.1176	5.2508	0.5956	-0.5641	0.0002
1998	7.7168	0.5690	1.5317	0.0521	9.3386	0.6501	1.5219	0.1148	8.2853	0.5719	0.8069	0.1214	4.8744	0.6088	-0.9405	0.0133
1999	6.9569	0.5782	0.7718	0.0613	8.5933	0.6599	0.7766	0.1245	7.5697	0.5844	0.0912	0.1340	4.8258	0.6130	-0.9891	0.0176
2000	6.3000	0.5756	0.1149	0.0587	6.9000	0.6742	-0.9167	0.1388	6.8000	0.6016	-0.6784	0.1511	4.4000	0.6202	-1.4149	0.0248
2001	6.7000	0.5836	0.5149	0.0667	6.7000	0.6862	-1.1167	0.1508	7.2000	0.6106	-0.2784	0.1601	4.3000	0.6277	-1.5149	0.0323

Source: Table 4 and 8

Table 10: Index of Labour Market well Being and standardized Unemployment Rate, Selected OECD Countries, 1980-2001

	Finland				France				Germany				Italy			
	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB
1980	5.3465	0.4546	0.0000	0.0000	6.0127	0.4517	0.0000	0.0000	2.7969	0.5630	0.0000	0.0000	6.0204	0.3791	0.0000	0.0000
1981	5.5789	0.4623	0.2325	0.0077	6.8855	0.4611	0.8728	0.0093	3.9332	0.5687	1.1362	0.0057	6.2748	0.3864	0.2544	0.0074
1982	6.1601	0.4673	0.8136	0.0127	7.5644	0.4824	1.5517	0.0306	5.5938	0.5734	2.7969	0.0104	6.7836	0.4033	0.7632	0.0242
1983	6.2763	0.4725	0.9298	0.0179	7.8553	0.4984	1.8426	0.0466	6.9049	0.5805	4.1080	0.0175	7.3772	0.4046	1.3567	0.0256
1984	5.9276	0.4812	0.5811	0.0266	9.3658	0.5124	3.3531	0.0606	7.0999	0.5852	4.3030	0.0222	7.8610	0.4122	1.8406	0.0331
1985	6.0494	0.4925	0.7029	0.0379	9.7896	0.5164	3.7769	0.0646	7.1707	0.6012	4.3738	0.0382	8.1454	0.4221	2.1249	0.0430
1986	6.6649	0.5023	1.3184	0.0477	9.9246	0.5147	3.9119	0.0630	6.5257	0.6083	3.7288	0.0453	8.8769	0.4266	2.8564	0.0475
1987	4.9002	0.5159	-0.4463	0.0613	10.0817	0.5184	4.0690	0.0667	6.3324	0.6177	3.5355	0.0546	9.6309	0.4416	3.6105	0.0626
1988	4.2225	0.5243	-1.1240	0.0697	9.5742	0.5217	3.5615	0.0699	6.2216	0.6251	3.4246	0.0621	9.6873	0.4629	3.6668	0.0839
1989	3.1467	0.5282	-2.1998	0.0736	9.0533	0.5259	3.0406	0.0742	5.5958	0.6337	2.7989	0.0707	9.6876	0.4807	3.6672	0.1017
1990	3.1583	0.5438	-2.1882	0.0892	8.6471	0.5227	2.6343	0.0710	4.7733	0.6409	1.9764	0.0779	8.8767	0.4633	2.8563	0.0842
1991	6.6436	0.5570	1.2971	0.1024	9.0939	0.5284	3.0812	0.0767	4.1620	0.6176	1.3651	0.0546	8.5236	0.4809	2.5031	0.1018
1992	11.6183	0.5695	6.2718	0.1149	10.0031	0.5459	3.9904	0.0941	6.5940	0.6232	3.7971	0.0602	8.7474	0.4846	2.7270	0.1056
1993	16.3974	0.5752	11.0509	0.1206	11.2936	0.5488	5.2809	0.0971	7.9023	0.6310	5.1054	0.0680	10.0539	0.4950	4.0335	0.1159
1994	16.8121	0.5770	11.4657	0.1224	11.8453	0.5490	5.8326	0.0973	8.4146	0.6327	5.6177	0.0697	11.0195	0.5020	4.9990	0.1229
1995	15.2136	0.5853	9.8671	0.1307	11.3854	0.5548	5.3727	0.1031	8.1891	0.6418	5.3922	0.0788	11.5050	0.5074	5.4845	0.1284
1996	14.5311	0.5952	9.1846	0.1406	11.8682	0.5591	5.8555	0.1074	8.9040	0.6495	6.1070	0.0865	11.5288	0.5133	5.5083	0.1343
1997	12.5891	0.6011	7.2426	0.1465	11.8294	0.5629	5.8167	0.1112	9.8735	0.6516	7.0766	0.0886	11.5973	0.5237	5.5768	0.1446
1998	11.3797	0.6092	6.0332	0.1546	11.3842	0.5687	5.3715	0.1170	9.3058	0.6543	6.5089	0.0913	11.6947	0.5154	5.6743	0.1363
1999	10.1659	0.6322	4.8194	0.1776	10.7273	0.5730	4.7146	0.1212	8.5972	0.6545	5.8003	0.0915	11.2303	0.5215	5.2099	0.1424
2000	9.7000	0.6434	4.3535	0.1888	9.3000	0.5792	3.2873	0.1275	7.8000	0.6584	5.0031	0.0954	10.4000	0.5214	4.3796	0.1424
2001	9.1000	0.6535	3.7535	0.1989	8.5000	0.5905	2.4873	0.1387	7.8000	0.6600	5.0031	0.0970	9.4000	0.5208	3.3796	0.1417

Table 10: Index of Labour Market well Being and standardized Unemployment Rate, Selected OECD Countries, 1980-2001

	Japan				Netherlands				New Zealand				Norway			
	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB
1980	2.0145	0.4682	0.0000	0.0000	3.0504	0.5590	0.0000	0.0000	2.4429	0.4840	0.0000	0.0000	1.6403	0.5090	0.0000	0.0000
1981	2.3326	0.4697	0.3181	0.0015	4.5756	0.5477	1.5252	-0.0113	3.9975	0.4966	1.5546	0.0126	1.9479	0.5132	0.3076	0.0042
1982	2.3326	0.4796	0.3181	0.0114	6.3660	0.5448	3.3156	-0.0141	3.8865	0.5077	1.4436	0.0237	2.6655	0.5197	1.0252	0.0107
1983	2.6506	0.4808	0.6362	0.0126	9.2174	0.5431	6.1670	-0.0158	5.6632	0.4967	3.2202	0.0126	3.4857	0.5265	1.8453	0.0175
1984	2.7136	0.4810	0.6991	0.0128	8.8769	0.5461	5.8265	-0.0129	5.7395	0.4918	3.2966	0.0077	3.1956	0.5356	1.5553	0.0266
1985	2.6216	0.4935	0.6071	0.0253	7.8754	0.5525	4.8250	-0.0065	4.1817	0.4961	1.7387	0.0121	2.6515	0.5388	1.0112	0.0297
1986	2.7699	0.5004	0.7554	0.0322	7.8422	0.5599	4.7919	0.0010	3.9887	0.4961	1.5458	0.0121	2.0054	0.5583	0.3651	0.0493
1987	2.8463	0.5085	0.8318	0.0403	7.6524	0.5466	4.6020	-0.0123	4.0669	0.4954	1.6240	0.0114	2.1074	0.5701	0.4671	0.0611
1988	2.5192	0.5166	0.5047	0.0484	7.1625	0.5481	4.1122	-0.0109	5.5753	0.4973	3.1324	0.0132	3.2111	0.5830	1.5708	0.0739
1989	2.2622	0.5237	0.2477	0.0555	6.5723	0.5522	3.5219	-0.0068	7.1192	0.5121	4.6763	0.0281	5.0021	0.5882	3.3618	0.0792
1990	2.1030	0.5097	0.0885	0.0415	5.8578	0.5599	2.8074	0.0010	7.7554	0.4910	5.3125	0.0070	5.3249	0.5927	3.6846	0.0836
1991	2.0996	0.5442	0.0851	0.0760	5.4743	0.5665	2.4239	0.0076	10.2826	0.4933	7.8397	0.0092	5.5537	0.5804	3.9133	0.0714
1992	2.1599	0.5510	0.1454	0.0828	5.3401	0.5768	2.2897	0.0179	10.3241	0.4966	7.8811	0.0126	6.0134	0.5848	4.3731	0.0758
1993	2.5031	0.5570	0.4886	0.0888	6.2233	0.5823	3.1730	0.0233	9.5002	0.4975	7.0572	0.0135	6.0551	0.5888	4.4148	0.0798
1994	2.8894	0.5655	0.8749	0.0973	6.7888	0.5798	3.7384	0.0209	8.1346	0.5000	5.6916	0.0159	5.4730	0.6077	3.8327	0.0987
1995	3.1476	0.5728	1.1331	0.1046	6.5574	0.5940	3.5070	0.0351	6.2686	0.5018	3.8257	0.0177	4.9656	0.6330	3.3253	0.1240
1996	3.3527	0.5796	1.3383	0.1114	5.9639	0.5973	2.9136	0.0383	6.0993	0.5021	3.6563	0.0180	4.8820	0.6341	3.2417	0.1251
1997	3.3925	0.5859	1.3780	0.1177	4.9374	0.6026	1.8870	0.0437	6.6344	0.5036	4.1915	0.0196	4.1172	0.6424	2.4768	0.1334
1998	4.1024	0.6003	2.0879	0.1321	3.8246	0.6084	0.7742	0.0494	7.4620	0.5077	5.0191	0.0237	3.2700	0.6664	1.6297	0.1574
1999	4.6771	0.6162	2.6627	0.1480	3.1835	0.6174	0.1332	0.0584	6.8034	0.5085	4.3605	0.0244	3.2491	0.6753	1.6088	0.1663
2000	4.7000	0.6255	2.6855	0.1573	2.8000	0.6230	-0.2504	0.0641	6.0000	0.5112	3.5571	0.0272	3.4000	0.6876	1.7597	0.1786
2001	5.0000	0.6369	2.9855	0.1687	2.4000	0.6329	-0.6504	0.0739	5.3000	0.5131	2.8571	0.0290	3.6000	0.6996	1.9597	0.1906

Table 10: Index of Labour Market well Being and standardized Unemployment Rate, Selected OECD Countries, 1980-2001

	Sweden				Switzerland				United Kingdom				United States			
	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB	Standar-dized unemploy-ment rate	ILMWB	Absolute change in standar-dized unemploy-ment rate	Absolute change in ILMWB
1980	2.0768	0.5416	0.0000	0.0000	0.3908	0.5731	0.0000	0.0000	5.4205	0.4374	0.0000	0.0000	7.1074	0.4259	0.0000	0.0000
1981	2.6432	0.5450	0.5664	0.0034	0.3908	0.5756	0.0000	0.0025	8.7115	0.4443	3.2910	0.0070	7.6079	0.4229	0.5005	-0.0031
1982	3.3040	0.5472	1.2272	0.0056	0.7815	0.5777	0.3908	0.0046	10.0666	0.4483	4.6461	0.0110	9.7101	0.4221	2.6027	-0.0038
1983	3.6816	0.5497	1.6048	0.0081	1.7584	0.5844	1.3677	0.0113	10.8409	0.4593	5.4205	0.0219	9.6100	0.4217	2.5026	-0.0042
1984	3.2608	0.5519	1.1840	0.0103	2.1492	0.5865	1.7584	0.0134	10.8667	0.4663	5.4462	0.0290	7.5209	0.4216	0.4135	-0.0043
1985	2.8856	0.5557	0.8088	0.0141	1.7584	0.5946	1.3677	0.0215	11.2098	0.4712	5.7893	0.0339	7.1981	0.4242	0.0907	-0.0018
1986	2.6862	0.5655	0.6094	0.0239	1.5631	0.6000	1.1723	0.0269	11.2469	0.4813	5.8265	0.0439	6.9897	0.4203	-0.1178	-0.0057
1987	2.1969	0.5780	0.1201	0.0364	1.3677	0.6015	0.9769	0.0284	10.3371	0.4815	4.9166	0.0441	6.1949	0.4244	-0.9125	-0.0015
1988	1.7987	0.5799	-0.2781	0.0383	1.1723	0.6060	0.7815	0.0329	8.5061	0.4791	3.0856	0.0418	5.5070	0.4299	-1.6004	0.0039
1989	1.5472	0.5864	-0.5296	0.0448	0.9769	0.6130	0.5861	0.0399	7.0896	0.4780	1.6692	0.0406	5.2644	0.4353	-1.8430	0.0093
1990	1.7225	0.6026	-0.3543	0.0609	0.9769	0.6181	0.5861	0.0450	6.8738	0.4771	1.4534	0.0397	5.6000	0.4521	-1.5074	0.0262
1991	3.1113	0.5980	1.0345	0.0564	1.9538	0.6199	1.5631	0.0468	8.6035	0.4740	3.1830	0.0367	6.8287	0.4558	-0.2788	0.0299
1992	5.5782	0.6020	3.5014	0.0604	3.0605	0.6351	2.6697	0.0620	9.7841	0.4857	4.3637	0.0483	7.5042	0.4621	0.3968	0.0361
1993	9.0630	0.6040	6.9862	0.0623	3.9834	0.6360	3.5926	0.0629	10.2165	0.4930	4.7960	0.0557	6.9205	0.4680	-0.1869	0.0421
1994	9.3611	0.6059	7.2843	0.0643	3.8443	0.6381	3.4536	0.0650	9.3551	0.5030	3.9346	0.0657	6.1000	0.4569	-1.0074	0.0310
1995	8.8065	0.6104	6.7297	0.0688	3.4611	0.6427	3.0703	0.0696	8.5260	0.5048	3.1055	0.0674	5.5960	0.4607	-1.5114	0.0348
1996	9.5846	0.6239	7.5078	0.0823	3.9019	0.6482	3.5111	0.0751	7.9736	0.5071	2.5531	0.0698	5.4018	0.4686	-1.7056	0.0427
1997	9.8996	0.6310	7.8228	0.0894	4.1893	0.6573	3.7986	0.0842	6.8647	0.5139	1.4442	0.0765	4.9441	0.4758	-2.1633	0.0498
1998	8.3411	0.6333	6.2643	0.0917	3.5179	0.6624	3.1271	0.0893	6.1455	0.5225	0.7250	0.0852	4.5103	0.4919	-2.5971	0.0660
1999	7.1847	0.6330	5.1079	0.0914	3.0174	0.6686	2.6266	0.0955	5.8305	0.5303	0.4101	0.0930	4.2183	0.5041	-2.8892	0.0782
2000	5.6000	0.6328	3.5232	0.0912	2.6000	0.6739	2.2092	0.1008	5.4000	0.5339	-0.0205	0.0965	4.0000	0.5167	-3.1074	0.0907
2001	4.9000	0.6405	2.8232	0.0989	2.5000	0.6775	2.1092	0.1044	5.0000	0.5396	-0.4205	0.1022	4.7000	0.5196	-2.4074	0.0936

Appendix Table 1: Compensation per Hour Worked in 1995 US dollars

	Australia	Scaled	Belgium	Scaled	Canada	Scaled	Denmark	Scaled	Finland	Scaled	France	Scaled
1980	12.97	0.189	18.83	0.509	14.45	0.270	17.27	0.424	11.05	0.083	15.22	0.312
1981	13.20	0.201	19.32	0.536	14.56	0.276	16.50	0.382	11.43	0.104	15.98	0.354
1982	13.36	0.210	19.36	0.538	14.99	0.299	16.72	0.394	11.58	0.113	16.74	0.395
1983	13.59	0.223	19.58	0.550	14.93	0.296	16.79	0.397	11.77	0.123	16.97	0.407
1984	13.56	0.221	19.66	0.555	15.17	0.309	16.32	0.372	11.88	0.129	17.27	0.424
1985	13.71	0.229	19.72	0.558	15.32	0.317	16.13	0.361	12.33	0.154	17.62	0.443
1986	13.62	0.224	20.05	0.576	15.33	0.318	16.11	0.360	12.90	0.185	17.61	0.442
1987	13.29	0.206	20.32	0.591	15.42	0.322	16.86	0.401	13.41	0.213	17.79	0.452
1988	12.98	0.189	20.44	0.597	15.59	0.332	16.87	0.402	13.48	0.217	18.00	0.464
1989	13.11	0.196	20.26	0.587	15.73	0.339	17.26	0.423	14.10	0.250	18.42	0.487
1990	13.13	0.197	20.88	0.621	16.10	0.360	17.38	0.430	14.89	0.294	17.89	0.458
1991	13.48	0.217	22.25	0.697	16.63	0.389	17.58	0.441	15.66	0.336	18.24	0.477
1992	14.05	0.248	22.89	0.731	16.99	0.408	17.38	0.430	15.69	0.337	19.12	0.525
1993	14.41	0.267	23.45	0.762	16.92	0.405	18.11	0.470	15.69	0.338	19.19	0.529
1994	14.58	0.277	23.90	0.787	16.66	0.391	17.74	0.450	15.47	0.325	19.21	0.530
1995	14.52	0.274	23.54	0.767	16.58	0.386	18.22	0.476	15.36	0.319	19.60	0.552
1996	14.98	0.299	23.89	0.786	17.59	0.441	18.35	0.483	15.56	0.330	19.82	0.563
1997	15.66	0.336	24.07	0.796	17.93	0.460	18.21	0.475	15.72	0.339	19.96	0.571
1998	15.97	0.353	24.11	0.798	18.12	0.471	19.04	0.521	16.09	0.359	20.18	0.583
1999	16.35	0.373	25.17	0.856	18.76	0.506	19.06	0.522	17.22	0.421	20.25	0.587
2000	16.15	0.363	25.92	0.897	19.77	0.561	19.66	0.555	17.98	0.463	20.45	0.598
2001	16.71	0.393	26.28	0.917	20.34	0.592	20.22	0.585	18.58	0.495	21.43	0.651

Source: Appendix Table 2 and 7

Appendix Table 1: Compensation per Hour Worked in 1995 US dollars

	Germany	Scaled	Italy	Scaled	Japan	Scaled	Nether-lands	Scaled	New Zealand	Scaled	Norway	Scaled
1980	16.40	0.376	16.66	0.390	11.64	0.116	20.93	0.624	12.67	0.172	13.35	0.210
1981	16.75	0.395	17.11	0.415	11.99	0.135	20.04	0.575	12.90	0.185	13.21	0.201
1982	16.76	0.396	17.09	0.414	12.28	0.151	19.88	0.567	12.67	0.172	13.40	0.212
1983	16.93	0.405	17.34	0.428	12.40	0.157	19.90	0.568	11.59	0.113	13.55	0.220
1984	17.23	0.421	17.64	0.444	12.48	0.162	19.70	0.557	11.41	0.103	13.78	0.233
1985	17.65	0.444	18.01	0.464	12.71	0.174	19.68	0.555	11.40	0.103	14.07	0.249
1986	17.86	0.456	18.00	0.464	12.82	0.180	19.63	0.553	11.15	0.089	15.62	0.334
1987	18.26	0.478	18.47	0.490	13.14	0.198	17.94	0.460	11.10	0.086	16.24	0.368
1988	18.55	0.494	19.09	0.523	13.48	0.217	18.10	0.469	11.29	0.097	16.55	0.384
1989	18.97	0.517	19.59	0.551	13.88	0.239	18.10	0.469	11.53	0.110	16.39	0.376
1990	19.71	0.557	18.55	0.494	13.03	0.192	18.34	0.483	11.45	0.105	16.57	0.386
1991	17.88	0.457	19.92	0.569	14.91	0.295	18.65	0.500	11.56	0.111	17.05	0.412
1992	18.58	0.496	20.57	0.604	15.07	0.304	19.50	0.546	11.60	0.113	17.65	0.445
1993	18.86	0.511	21.16	0.637	15.56	0.330	20.07	0.577	11.50	0.108	17.63	0.443
1994	19.02	0.520	21.27	0.643	15.90	0.349	19.57	0.550	11.47	0.107	18.17	0.473
1995	19.60	0.551	21.21	0.639	16.25	0.368	20.59	0.605	11.49	0.108	18.40	0.486
1996	19.99	0.572	21.28	0.643	16.47	0.380	20.38	0.594	11.41	0.103	18.26	0.478
1997	20.10	0.579	21.63	0.662	16.83	0.400	20.46	0.599	11.47	0.106	18.62	0.498
1998	20.19	0.584	20.90	0.623	17.68	0.446	20.67	0.610	11.71	0.119	20.08	0.578
1999	20.09	0.578	21.01	0.629	18.68	0.501	21.18	0.638	11.63	0.115	20.46	0.598
2000	20.24	0.586	20.69	0.611	19.04	0.520	21.06	0.632	11.81	0.125	21.26	0.642
2001	20.36	0.593	20.39	0.594	19.72	0.558	21.80	0.672	11.84	0.127	21.90	0.677

Appendix Table 1: Compensation per Hour Worked in 1995 US dollars

	Sweden	Scaled	Switzer-land	Scaled	United Kingdom	Scaled	United States	Scaled
1980	14.94	0.296	18.99	0.518	11.44	0.105	17.37	0.429
1981	15.03	0.301	19.06	0.522	12.12	0.142	17.45	0.434
1982	14.61	0.278	19.10	0.524	12.13	0.143	17.59	0.441
1983	14.24	0.258	19.47	0.544	12.61	0.169	17.56	0.440
1984	14.32	0.263	19.42	0.541	12.91	0.186	17.66	0.445
1985	14.41	0.267	19.79	0.561	12.86	0.182	18.01	0.464
1986	14.83	0.291	20.01	0.574	13.34	0.209	18.32	0.481
1987	15.41	0.322	20.03	0.575	13.81	0.234	18.53	0.493
1988	15.37	0.320	20.22	0.585	13.72	0.230	18.89	0.512
1989	15.84	0.346	20.56	0.604	13.94	0.241	18.76	0.506
1990	16.51	0.383	20.90	0.623	14.25	0.259	19.08	0.523
1991	16.59	0.387	20.85	0.620	14.36	0.265	19.34	0.537
1992	16.85	0.401	21.28	0.643	15.06	0.303	19.68	0.556
1993	17.03	0.410	21.02	0.629	15.26	0.314	19.78	0.561
1994	17.06	0.413	20.74	0.614	15.42	0.322	19.90	0.568
1995	16.83	0.400	21.29	0.644	15.43	0.323	19.99	0.573
1996	17.54	0.439	21.40	0.650	15.40	0.322	20.34	0.592
1997	17.80	0.453	21.84	0.674	15.67	0.337	20.58	0.605
1998	17.64	0.444	21.94	0.680	16.08	0.359	21.33	0.646
1999	17.31	0.426	21.96	0.681	16.48	0.381	21.85	0.675
2000	17.04	0.411	22.36	0.702	16.61	0.388	22.58	0.714
2001	17.41	0.431	22.51	0.710	16.80	0.398	22.72	0.722

Appendix Table 2: Compensation per Employees in 1995 US dollars

	Australia	Scaled	Belgium	Scaled	Canada	Scaled	Denmark	Scaled	Finland	Scaled	France	Scaled
1980	24,363	0.258	32,614	0.576	26,048	0.323	26,440	0.338	20,392	0.105	27,316	0.372
1981	24,796	0.275	33,151	0.597	26,224	0.330	25,279	0.293	20,926	0.126	28,134	0.404
1982	24,940	0.280	32,900	0.587	26,739	0.350	25,638	0.307	20,966	0.127	28,769	0.428
1983	25,183	0.290	32,965	0.590	26,583	0.344	25,764	0.312	21,283	0.139	29,050	0.439
1984	25,344	0.296	33,509	0.611	27,033	0.361	25,069	0.285	21,510	0.148	29,363	0.451
1985	25,582	0.305	33,744	0.620	27,422	0.376	25,048	0.285	22,246	0.176	29,697	0.464
1986	25,158	0.289	34,024	0.631	27,418	0.376	24,710	0.271	22,925	0.203	29,510	0.457
1987	24,733	0.272	34,261	0.640	27,711	0.387	25,519	0.303	24,166	0.250	29,730	0.465
1988	24,419	0.260	34,332	0.643	28,178	0.405	25,835	0.315	24,592	0.267	30,110	0.480
1989	24,503	0.263	33,794	0.622	28,328	0.411	26,026	0.322	25,407	0.298	30,490	0.494
1990	24,503	0.264	35,059	0.671	28,790	0.429	25,929	0.319	26,252	0.331	29,643	0.462
1991	24,982	0.282	36,630	0.731	29,383	0.452	26,087	0.325	27,259	0.370	29,997	0.475
1992	25,925	0.318	37,289	0.757	29,883	0.471	26,128	0.326	27,638	0.384	31,468	0.532
1993	26,948	0.358	37,286	0.757	29,822	0.469	26,607	0.345	27,285	0.371	31,522	0.534
1994	27,339	0.373	38,052	0.786	29,663	0.463	27,304	0.372	27,478	0.378	31,481	0.533
1995	27,184	0.367	38,186	0.791	29,433	0.454	27,353	0.373	27,212	0.368	31,640	0.539
1996	27,898	0.394	38,080	0.787	31,387	0.529	27,697	0.387	27,825	0.392	31,866	0.547
1997	29,147	0.443	38,686	0.811	32,098	0.556	27,675	0.386	27,981	0.398	32,023	0.554
1998	29,639	0.462	38,836	0.816	32,381	0.567	28,918	0.434	28,323	0.411	32,341	0.566
1999	30,407	0.491	39,085	0.826	33,597	0.614	29,423	0.453	30,401	0.491	32,326	0.565
2000	29,968	0.474	39,658	0.848	35,480	0.687	29,573	0.459	30,951	0.512	32,515	0.573
2001	30,695	0.502	40,150	0.867	36,194	0.714	29,965	0.474	31,465	0.532	32,817	0.584

Source: Appendix Table 3 and 6

Appendix Table 2: Compensation per Employees in 1995 US dollars

	Germany	Scaled	Italy	Scaled	Japan	Scaled	Nether-lands	Scaled	New Zealand	Scaled	Norway	Scaled
1980	28,206	0.406	28,595	0.421	24,682	0.270	30,858	0.509	23,464	0.223	20,195	0.097
1981	28,517	0.418	29,252	0.447	25,250	0.292	29,390	0.452	23,896	0.240	19,833	0.083
1982	28,534	0.419	29,113	0.441	25,828	0.315	29,017	0.438	23,465	0.223	19,971	0.089
1983	28,734	0.427	29,341	0.450	25,973	0.320	28,889	0.433	21,463	0.146	20,112	0.094
1984	29,120	0.442	29,589	0.460	26,314	0.333	28,456	0.416	21,133	0.133	20,384	0.105
1985	29,397	0.452	29,988	0.475	26,600	0.344	28,274	0.409	21,103	0.132	20,729	0.118
1986	29,641	0.462	29,931	0.473	26,875	0.355	28,955	0.435	20,627	0.114	22,941	0.203
1987	30,076	0.478	30,624	0.500	27,552	0.381	27,155	0.366	20,537	0.110	23,431	0.222
1988	30,531	0.496	31,976	0.552	28,201	0.406	26,783	0.351	20,832	0.122	23,887	0.240
1989	30,733	0.504	32,748	0.582	28,737	0.427	26,590	0.344	21,117	0.133	23,601	0.229
1990	31,199	0.522	31,053	0.516	26,469	0.339	26,674	0.347	20,835	0.122	23,730	0.234
1991	27,899	0.394	33,233	0.600	29,793	0.468	26,620	0.345	20,828	0.122	24,340	0.257
1992	29,297	0.448	33,648	0.616	29,617	0.461	27,168	0.366	21,008	0.129	25,358	0.296
1993	29,341	0.450	34,639	0.654	29,648	0.462	27,378	0.374	21,210	0.136	25,279	0.293
1994	29,577	0.459	34,752	0.659	30,172	0.482	27,223	0.368	21,239	0.138	26,006	0.321
1995	30,095	0.479	34,671	0.656	30,620	0.499	28,101	0.402	21,177	0.135	26,016	0.322
1996	30,360	0.489	34,806	0.661	31,162	0.520	28,265	0.409	20,963	0.127	25,697	0.310
1997	30,411	0.491	35,474	0.687	31,379	0.529	28,242	0.408	20,905	0.125	26,085	0.325
1998	30,433	0.492	34,050	0.632	32,561	0.574	28,192	0.406	21,368	0.143	28,106	0.402
1999	30,057	0.478	34,142	0.635	33,825	0.623	28,488	0.417	21,423	0.145	28,530	0.419
2000	29,991	0.475	33,559	0.613	34,670	0.656	29,090	0.440	21,453	0.146	29,251	0.447
2001	29,872	0.471	32,741	0.581	35,518	0.688	29,344	0.450	21,516	0.148	29,869	0.470

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Appendix Table 2: Compensation per Employees in 1995 US dollars

	Sweden	Scaled	Switzer-land	Scaled	United Kingdom	Scaled	United States	Scaled
1980	22,485	0.186	31,387	0.529	20,239	0.099	31,652	0.539
1981	22,490	0.186	31,420	0.530	20,752	0.119	31,622	0.538
1982	22,072	0.170	31,416	0.530	20,948	0.126	31,778	0.544
1983	21,640	0.153	31,937	0.550	21,602	0.152	32,022	0.554
1984	21,795	0.159	31,762	0.544	22,334	0.180	32,492	0.572
1985	21,991	0.167	32,278	0.563	22,656	0.192	33,050	0.593
1986	22,606	0.190	32,558	0.574	23,538	0.226	33,464	0.609
1987	23,635	0.230	32,499	0.572	24,223	0.253	33,968	0.629
1988	23,872	0.239	32,728	0.581	24,621	0.268	34,703	0.657
1989	24,593	0.267	33,184	0.598	24,838	0.276	34,680	0.656
1990	25,573	0.305	33,655	0.617	25,189	0.290	35,074	0.671
1991	25,480	0.301	33,484	0.610	25,393	0.298	35,306	0.680
1992	26,167	0.328	34,163	0.636	26,032	0.322	35,972	0.706
1993	26,727	0.349	33,786	0.622	26,287	0.332	36,336	0.720
1994	27,345	0.373	33,647	0.616	26,771	0.351	36,603	0.730
1995	27,158	0.366	34,040	0.631	26,829	0.353	36,947	0.743
1996	28,460	0.416	34,131	0.635	26,771	0.351	37,362	0.760
1997	28,979	0.436	34,707	0.657	27,225	0.368	38,040	0.786
1998	28,742	0.427	34,873	0.664	27,839	0.392	39,469	0.841
1999	28,315	0.411	35,079	0.671	28,335	0.411	40,337	0.874
2000	27,679	0.386	35,055	0.671	28,363	0.412	41,436	0.917
2001	27,899	0.395	35,198	0.676	28,701	0.425	41,370	0.914

Appendix Table 3: Total Compensation of Employees in 1995 US dollars (in millions)

	Australia	Belgium	Canada	Denmark	Finland	France	Germany	Italy	Japan
1980	127,710	99,505	260,562	52,742	39,153	484,918	659,070	414,605	980,127
1981	133,376	98,657	270,104	51,140	40,848	496,923	666,507	424,006	1,019,345
1982	133,526	96,199	265,808	52,045	41,513	510,701	659,325	421,324	1,058,419
1983	132,036	94,907	264,981	52,482	42,438	515,262	653,850	421,335	1,092,959
1984	137,518	96,070	276,330	53,598	43,558	516,941	664,720	421,729	1,122,286
1985	142,825	97,284	289,108	55,331	45,961	522,011	676,947	432,366	1,147,257
1986	144,836	98,703	299,298	57,427	47,247	520,818	693,025	432,806	1,176,849
1987	146,865	99,734	310,803	59,637	49,323	527,416	710,089	442,726	1,219,986
1988	150,470	101,451	326,503	61,100	50,463	540,173	727,674	469,920	1,279,761
1989	159,709	101,551	336,168	60,302	53,202	556,468	744,539	483,561	1,344,605
1990	160,913	106,965	342,484	60,416	55,076	576,655	778,800	469,920	1,279,761
1991	160,732	111,757	341,988	60,730	54,245	586,748	930,892	508,359	1,490,250
1992	164,517	113,321	345,203	60,775	50,799	615,234	961,110	511,175	1,516,089
1993	170,584	111,895	346,676	60,504	46,876	610,618	949,307	502,858	1,542,300
1994	180,053	113,813	351,297	61,626	46,795	611,394	949,288	496,261	1,579,807
1995	187,866	115,208	355,166	63,432	47,784	621,793	964,416	491,040	1,611,551
1996	197,381	115,573	358,124	64,977	49,918	629,378	966,771	495,956	1,658,424
1997	203,269	118,497	367,617	66,669	51,458	637,296	963,148	507,525	1,691,663
1998	216,395	121,091	382,129	69,692	53,700	654,976	967,487	490,863	1,747,872
1999	224,402	123,900	397,199	71,440	57,186	667,720	983,478	499,296	1,803,216
2000	232,165	126,389	419,308	72,661	57,600	680,002	1,011,235	500,898	1,856,920
2001	240,833	128,516	427,465	74,015	57,859	691,304	1,037,994	501,004	1,906,953

Source: Appendix Table 4 and 5

Appendix Table 3: Total Compensation of Employees in 1995 US dollars (in millions)

	Nether-lands	New Zealand	Norway	Sweden	Switzer-land	United Kingdom	United States
1980	134,603	25,031	32,453	87,580	86,910	465,305	2,847,107
1981	130,286	25,688	32,565	87,486	89,034	454,295	2,877,795
1982	127,328	26,051	32,932	85,573	89,463	448,571	2,858,965
1983	126,014	24,610	33,345	84,202	90,975	455,098	2,916,405
1984	124,810	25,024	34,265	85,677	91,339	464,917	3,090,634
1985	126,892	25,807	36,109	87,658	94,686	477,352	3,219,350
1986	132,351	26,052	41,133	90,176	97,670	498,238	3,341,285
1987	137,810	26,184	43,277	93,122	99,908	513,014	3,478,431
1988	140,207	25,416	43,761	95,606	103,248	539,997	3,631,437
1989	142,629	24,982	41,939	99,821	107,501	559,237	3,708,176
1990	147,718	24,711	41,907	103,186	112,472	573,549	3,799,887
1991	152,290	24,181	42,838	101,128	113,948	569,671	3,781,315
1992	157,409	24,244	44,655	98,859	114,468	569,495	3,891,713
1993	158,958	24,879	44,618	94,478	112,348	569,962	3,984,460
1994	158,354	26,018	46,889	95,461	111,503	583,883	4,108,000
1995	168,239	27,043	48,155	96,138	113,130	592,918	4,221,600
1996	172,698	28,280	49,338	100,435	113,493	602,634	4,335,459
1997	177,724	29,037	51,857	101,396	115,469	626,200	4,521,982
1998	184,573	29,339	57,167	102,263	117,152	652,662	4,776,536
1999	192,636	29,763	58,715	102,954	118,642	675,737	4,972,249
2000	198,513	30,288	60,725	103,272	119,817	688,646	5,186,236
2001	204,468	30,911	63,019	103,281	120,578	701,356	5,176,208

Appendix Table 4: GDP Purchasing Power Parities

	Australia	Belgium	Canada	Denmark	Finland	France	Germany	Italy	Japan
1980	1.050	1.000	1.270	8.380	0.860	0.860	1.310	0.430	256.000
1981	1.040	0.960	1.280	8.360	0.870	0.870	1.230	0.460	241.000
1982	1.090	0.960	1.310	8.720	0.890	0.920	1.210	0.510	232.000
1983	1.130	0.970	1.310	8.980	0.920	0.960	1.190	0.560	226.000
1984	1.150	0.980	1.300	9.070	0.960	0.990	1.160	0.600	221.000
1985	1.180	1.000	1.280	9.140	0.980	1.010	1.140	0.630	218.000
1986	1.230	1.010	1.290	9.330	1.000	1.040	1.150	0.660	217.000
1987	1.280	1.000	1.310	9.450	1.010	1.040	1.130	0.680	210.000
1988	1.340	0.990	1.310	9.410	1.040	1.030	1.100	0.700	204.000
1989	1.380	0.990	1.320	9.480	1.060	1.020	1.080	0.710	199.000
1990	1.390	0.980	1.300	9.390	1.070	1.010	1.070	0.730	195.000
1991	1.370	0.970	1.290	9.180	1.060	0.990	1.070	0.760	193.000
1992	1.370	0.940	1.280	9.150	1.070	0.980	1.060	0.750	188.000
1993	1.350	0.930	1.260	8.790	1.020	1.000	1.080	0.790	184.000
1994	1.340	0.920	1.250	8.710	1.030	1.010	1.060	0.790	181.000
1995	1.290	0.910	1.180	8.420	0.990	0.990	1.030	0.800	170.000
1996	1.300	0.910	1.190	8.330	0.990	1.000	1.040	0.820	166.000
1997	1.300	0.900	1.180	8.270	0.980	0.990	0.990	0.820	163.000
1998	1.300	0.940	1.190	8.160	1.020	0.990	0.990	0.810	167.000
1999	1.300	0.930	1.190	8.240	1.000	0.970	0.980	0.800	162.000
2000	1.320	0.930	1.210	8.360	1.010	0.960	0.950	0.800	156.000
2001	1.340	0.930	1.210	8.450	1.010	0.960	0.950	0.810	150.000

Source: OECD Health CD-ROM 2002

Appendix Table 4: GDP Purchasing Power Parities

	Nether-lands	New Zealand	Norway	Sweden	Switzer-land	United Kingdom	United States
1980	1.280	0.960	8.470	7.050	2.420	0.520	1.000
1981	1.220	1.010	8.670	7.000	2.320	0.530	1.000
1982	1.210	1.050	9.020	7.150	2.340	0.540	1.000
1983	1.190	1.090	9.240	7.530	2.300	0.540	1.000
1984	1.150	1.120	9.390	7.740	2.270	0.540	1.000
1985	1.130	1.240	9.540	7.970	2.250	0.550	1.000
1986	1.100	1.430	9.230	8.320	2.260	0.550	1.000
1987	1.060	1.550	9.550	8.430	2.250	0.560	1.000
1988	1.030	1.620	9.650	8.650	2.230	0.580	1.000
1989	1.000	1.640	9.780	8.950	2.200	0.590	1.000
1990	0.980	1.610	9.730	9.340	2.200	0.600	1.000
1991	0.990	1.560	9.600	9.950	2.230	0.640	1.000
1992	0.970	1.510	8.980	9.800	2.160	0.620	1.000
1993	0.970	1.510	8.930	9.830	2.130	0.640	1.000
1994	0.960	1.500	9.120	9.900	2.100	0.650	1.000
1995	0.920	1.470	9.140	9.730	2.010	0.650	1.000
1996	0.930	1.480	9.110	9.680	2.050	0.640	1.000
1997	0.890	1.450	9.020	9.470	1.920	0.630	1.000
1998	0.900	1.460	8.870	9.760	1.920	0.650	1.000
1999	0.890	1.440	9.250	9.640	1.890	0.650	1.000
2000	0.910	1.440	10.500	9.520	1.870	0.650	1.000
2001	0.930	1.480	10.700	9.480	1.860	0.650	1.000

Appendix Table 5: Total Compensation of Employees in 1995 NCU (in millions)

	Australia	Belgium	Canada	Denmark	Finland	France	Germany	Italy	Japan	Nether-lands	New Zealand
1980	164,746	90,550	307,463	444,088	38,761	480,069	678,842	331,684	166,621,518	123,835	36,795
1981	172,055	89,778	318,723	430,602	40,440	491,954	686,502	339,205	173,288,671	119,863	37,761
1982	172,249	87,541	313,653	438,222	41,098	505,594	679,105	337,059	179,931,304	117,142	38,295
1983	170,326	86,365	312,678	441,897	42,014	510,109	673,465	337,068	185,803,046	115,933	36,176
1984	177,398	87,424	326,069	451,294	43,122	511,772	684,662	337,383	190,788,676	114,825	36,786
1985	184,244	88,528	341,147	465,888	45,501	516,791	697,255	345,893	195,033,647	116,741	37,937
1986	186,838	89,820	353,172	483,536	46,775	515,610	713,816	346,245	200,064,342	121,763	38,297
1987	189,456	90,758	366,747	502,143	48,830	522,142	731,392	354,181	207,397,548	126,785	38,491
1988	194,106	92,320	385,274	514,464	49,958	534,771	749,504	375,936	217,559,359	128,990	37,361
1989	206,024	92,411	396,678	507,744	52,670	550,903	766,875	386,849	228,582,912	131,219	36,723
1990	207,578	97,338	404,131	508,699	54,525	570,888	802,164	399,872	241,976,256	135,901	36,325
1991	207,344	101,699	403,546	511,343	53,703	580,881	958,819	406,687	253,342,516	140,107	35,546
1992	212,227	103,122	407,340	511,722	50,291	609,082	989,943	408,940	257,735,126	144,816	35,638
1993	220,053	101,824	409,078	509,447	46,407	604,512	977,786	402,286	262,191,084	146,241	36,572
1994	232,269	103,570	414,531	518,893	46,327	605,280	977,767	397,009	268,567,158	145,686	38,246
1995	242,347	104,839	419,096	534,094	47,306	615,575	993,348	392,832	273,963,700	154,780	39,753
1996	254,621	105,171	422,586	547,108	49,419	623,084	995,774	396,765	281,932,144	158,882	41,571
1997	262,217	107,832	433,788	561,353	50,943	630,923	992,042	406,020	287,582,680	163,506	42,684
1998	279,149	110,193	*450,912*	586,804	53,163	648,426	996,512	392,690	*297,138,302*	169,807	*43,128*
1999	*289,478*	112,749	*468,695*	601,526	56,614	*661,043*	1,012,982	399,437	*306,546,756*	177,225	*43,751*
2000	*299,492*	*115,014*	*494,783*	*611,808*	*57,024*	*673,202*	*1,041,572*	*400,718*	*315,676,331*	*182,632*	*44,524*
2001	*310,675*	*116,950*	*504,409*	*623,205*	*57,280*	*684,391*	*1,069,134*	*400,803*	*324,182,037*	*188,111*	*45,439*

Source: OECD Health CD-ROM 2002

Note: Data in italics are based on the average annual growth rate of the previous ten years

Data for the US and Canada from 1997 to 2001 are based on the growth rate of compensation of workers deflated using the CPI.

US Source: NIPA Table 6.2C, from BEA website: www.bea.doc.gov, July 07, 2003 for compensation and BLS Table CPI All Urban Consumers, 1913-2002, ftp://ftp.bls.gov/pub/special.requests/cpi/cpiai.txt

Canada Sources: Statistics Canada, CANSIM II Tables 326-0002 and 380-0016 for CPI and compensation respectively.

Appendix Table 5: Total Compensation of Employees in 1995 NCU (in

	Norway	Sweden	Switzer-land	United Kingdom	United States
1980	296,620	852,158	174,689	302,448	2,847,107
1981	297,644	851,236	178,959	295,292	2,877,795
1982	300,995	832,627	179,821	291,571	2,858,965
1983	304,777	819,281	182,860	295,814	2,916,405
1984	313,181	833,633	183,592	302,196	3,090,634
1985	330,037	852,911	190,318	310,279	3,219,350
1986	375,957	877,412	196,316	323,855	3,341,285
1987	395,552	906,081	200,816	333,459	3,478,431
1988	399,974	930,247	207,528	350,998	3,631,437
1989	383,322	971,263	216,077	363,504	3,708,176
1990	383,033	1,003,997	226,069	372,807	3,799,887
1991	391,537	983,980	229,036	370,286	3,781,315
1992	408,151	961,895	230,081	370,172	3,891,713
1993	407,806	919,275	225,819	370,475	3,984,460
1994	428,564	928,833	224,121	379,524	4,108,000
1995	440,139	935,426	227,392	385,397	4,221,600
1996	450,950	977,236	228,121	391,712	4,335,459
1997	473,974	986,584	232,092	407,030	4,521,982
1998	522,507	*995,018*	*235,476*	424,230	*4,776,536*
1999	*536,659*	*1,001,738*	*238,470*	439,229	*4,972,249*
2000	*555,024*	*1,004,837*	*240,833*	*447,620*	*5,186,236*
2001	*575,996*	*1,004,921*	*242,361*	*455,881*	*5,176,208*

Appendix Table 6: Salaried and Paid Workers (thousands of workers)

	Australia	Belgium	Canada	Denmark	Finland	France	Germany	Italy	Japan	Nether-lands	New Zealand
1980	5,242	3,051	10,003	*1,995*	1,920	17,752	23,366	14,499	39,710	4,362	*1,067*
1981	5,379	2,976	10,300	2,023	1,952	17,663	23,372	14,495	40,370	4,433	1,075
1982	5,354	2,924	9,941	*2,030*	1,980	17,752	23,107	14,472	40,980	4,388	*1,110*
1983	5,243	2,879	9,968	2,037	1,994	17,737	22,755	14,360	42,080	4,362	*1,147*
1984	5,426	2,867	10,222	2,138	2,025	17,605	22,827	14,253	42,650	4,386	*1,184*
1985	5,583	2,883	10,543	2,209	2,066	17,578	23,028	14,418	43,130	4,488	*1,223*
1986	5,757	2,901	10,916	2,324	2,061	17,649	23,381	14,460	43,790	4,571	1,263
1987	5,938	2,911	11,216	2,337	2,041	17,740	23,610	14,457	44,280	5,075	1,275
1988	6,162	2,955	11,587	2,365	2,052	17,940	23,834	14,696	45,380	5,235	1,220
1989	6,518	3,005	11,867	2,317	2,094	18,251	24,226	14,766	46,790	5,364	1,183
1990	6,567	3,051	11,896	2,330	2,098	19,453	24,962	15,133	48,350	5,538	1,186
1991	6,434	3,051	11,639	2,328	1,990	19,560	33,367	15,297	50,020	5,721	1,161
1992	6,346	3,039	11,552	2,326	1,838	19,551	32,806	15,192	51,190	5,794	1,154
1993	6,330	3,001	11,625	2,274	1,718	19,371	32,354	14,517	52,020	5,806	1,173
1994	6,586	2,991	11,843	2,257	1,703	19,421	32,095	14,280	52,360	5,817	1,225
1995	6,911	3,017	12,067	2,319	1,756	19,652	32,046	14,163	52,630	5,987	1,277
1996	7,075	3,035	11,410	2,346	1,794	19,751	31,844	14,249	53,220	6,110	1,349
1997	6,974	3,063	11,453	2,409	1,839	19,901	31,671	14,307	53,910	6,293	1,389
1998	7,301	3,118	11,801	2,410	1,896	20,252	31,791	14,416	53,680	6,547	1,373
1999	7,380	3,170	*11,823*	2,428	*1,881*	20,656	*32,720*	14,624	53,310	6,762	*1,389*
2000	7,747	*3,187*	*11,818*	2,457	*1,861*	*20,913*	*33,718*	14,926	53,560	6,824	*1,412*
2001	7,846	*3,201*	*11,810*	*2,470*	*1,839*	*21,065*	*34,748*	15,302	53,690	*6,968*	*1,437*

Source: OECD Health CD-ROM 2002

Note: Data in italics are based on the average annual growth rate of the previous ten years

Data for Switzerland (1981-2000) are based on the average annual growth rate of total employment

Appendix Table 6: Total Employment (thousands of work

	Norway	Sweden	Switzer-land	United Kingdom	United States
1980	1,607	3,895	2,769	22,991	89,950
1981	1,642	3,890	2,834	21,892	91,006
1982	1,649	3,877	2,848	21,414	89,967
1983	1,658	3,891	2,849	21,067	91,075
1984	1,681	3,931	2,876	20,817	95,119
1985	1,742	3,986	2,933	21,070	97,407
1986	1,793	3,989	3,000	21,167	99,847
1987	1,847	3,940	3,074	21,179	102,403
1988	1,832	4,005	3,155	21,932	104,642
1989	1,777	4,059	3,240	22,515	106,924
1990	1,766	4,035	3,342	22,770	108,338
1991	1,760	3,969	3,403	22,434	107,101
1992	1,761	3,778	3,351	21,877	108,187
1993	1,765	3,535	3,325	21,682	109,655
1994	1,803	3,491	3,314	21,810	112,232
1995	1,851	3,540	3,323	22,100	114,262
1996	1,920	3,529	3,325	22,511	116,040
1997	1,988	3,499	3,327	23,001	118,873
1998	2,034	3,558	3,359	23,444	121,019
1999	2,058	3,636	3,382	23,848	123,267
2000	2,076	3,731	3,418	24,280	125,162
2001	*2,110*	*3,702*	*3,426*	*24,436*	125,119

Appendix Table 7: Average Annual Number of Hours Worked per Employed Person

	Australia	Belgium	Canada	Denmark	Finland	France	Germany	Italy	Japan	Netherlands	New Zealand	Norway	Sweden	Switzer-land	United Kingdom	United States
1980	1,878.0	*1,731.6*	1,802.1	*1,531.1*	1,846.0	1,794.5	1,719.9	1,716.6	2,121	*1,474.5*	*1,852.5*	1,512.3	1,504.9	*1,653*	1,769.1	1,822.4
1981	1,878.0	*1,715.6*	1,800.7	*1,532.3*	1,831.0	1,760.1	1,702.7	1,710.0	2,106	*1,466.9*	*1,852.2*	1,501.8	1,496.5	*1,649*	1,712.2	1,812.3
1982	1,867.0	*1,699.7*	1,783.7	*1,533.5*	1,810.0	1,718.2	1,702.9	1,703.2	2,104	*1,459.4*	*1,851.9*	1,489.8	1,510.5	*1,644*	1,727.0	1,806.5
1983	1,852.8	1,684.0	1,780.1	*1,534.8*	1,809.0	1,712.3	1,697.2	1,692.0	2,095	*1,451.9*	*1,851.6*	1,484.5	1,520.0	*1,640*	1,713.3	1,823.8
1984	1,868.8	1,704.0	1,782.3	1,536.0	1,810.0	1,700.2	1,690.5	1,676.9	2,108	*1,444.4*	*1,851.4*	1,479.1	1,521.9	*1,636*	1,729.3	1,840.1
1985	1,865.7	1,711.0	1,790.3	1,553.0	1,804.0	1,685.3	1,665.9	1,665.0	2,093	1,437.0	*1,851.1*	1,473.0	1,526.0	*1,631*	1,762.2	1,835.4
1986	1,847.8	1,697.0	1,788.6	1,534.0	1,777.0	1,675.7	1,659.2	1,663.0	2,097	*1,475.0*	*1,850.8*	1,468.8	1,523.9	*1,627*	1,765.0	1,827.1
1987	1,860.4	1,686.0	1,797.4	1,514.0	1,802.0	1,671.2	1,647.4	1,658.0	2,096	1,514.0	1,850.5	1,442.6	1,533.9	*1,623*	1,754.2	1,832.7
1988	1,880.8	1,680.0	1,807.0	1,531.0	1,824.0	1,673.1	1,646.1	1,675.0	2,092	1,480.0	1,844.5	1,443.7	1,553.4	*1,619*	1,794.3	1,837.3
1989	1,869.7	1,668.0	1,801.2	1,508.0	1,802.1	1,655.1	1,620.1	1,672.0	2,070	1,469.0	1,831.9	1,440.2	1,552.2	*1,614*	1,782.4	1,848.4
1990	1,865.8	1,679.0	1,787.9	1,492.0	1,763.0	1,657.0	1,583.1	1,674.0	2,031	1,454.0	1,820.1	1,432.0	1,548.5	*1,610*	1,767.4	1,838.1
1991	1,852.7	1,646.0	1,767.2	1,484.0	1,740.6	1,645.0	1,560.4	1,668.0	1,998	1,427.0	1,801.7	1,427.3	1,535.6	1,606	1,767.8	1,825.6
1992	1,845.3	1,629.0	1,759.2	1,503.0	1,762.0	1,646.0	1,576.4	1,636.0	1,965	1,393.0	1,811.7	1,436.9	1,553.1	1,605	1,728.9	1,827.6
1993	1,870.4	1,590.0	1,762.7	1,469.0	1,738.5	1,642.3	1,555.8	1,637.0	1,905	1,364.0	1,844.0	1,434.0	1,569.8	1,607	1,722.8	1,837.1
1994	1,874.8	1,592.0	1,780.0	1,539.0	1,776.6	1,638.9	1,555.0	1,634.0	1,898	1,391.0	1,851.2	1,431.0	1,602.4	1,623	1,736.5	1,839.1
1995	1,871.7	1,622.0	1,774.8	1,501.0	1,772.1	1,613.9	1,535.3	1,635.0	1,884	1,365.0	1,843.3	1,414.0	1,614.1	1,599	1,739.1	1,848.2
1996	1,862.4	1,594.0	1,784.2	1,509.0	1,788.7	1,607.7	1,519.1	1,636.0	1,892	1,387.0	1,837.9	1,407.4	1,622.7	1,595	1,738.1	1,837.3
1997	1,861.1	1,607.0	1,790.3	1,520.0	1,779.7	1,604.6	1,513.2	1,640.0	1,864	1,380.0	1,822.7	1,400.7	1,627.6	1,589	1,737.0	1,848.6
1998	1,856.2	1,611.0	1,786.7	1,519.0	1,760.7	1,602.6	1,507.0	1,629.0	1,842	1,364.0	1,825.3	1,399.5	1,629.4	1,589	1,731.0	1,850.0
1999	1,859.9	1,553.0	1,790.5	1,544.0	1,765.3	1,596.4	1,496.2	1,625.0	1,811	1,345.0	1,841.5	1,394.6	1,636.2	1,597	1,719.4	1,845.8
2000	1,855.1	1,530.0	1,794.5	1,504.0	1,721.0	1,590.3	1,481.7	1,622.0	1,821	1,381.0	1,817.3	1,375.7	1,624.6	1,568	1,708.0	1,835.0
2001	1,836.9	1,528.0	1,779.5	1,482.0	1,693.8	1,531.7	1,467.1	1,606.0	*1,802*	1,346.0	1,817.0	1,363.8	1,602.7	*1,564*	*1,708.0*	1,820.9

Source: OECD statistical portal online, www.oecd.org.

Note: data for Germany before 1991 is for West Germany. In 1991, 1560.4 vs 1560.1. Data in italics are interpolations or are based on the 1990-2000 (91-01 for Spain and 91-00 for Switzerland) growth rates.

Average hours for employed persons are higher than average hours of employees (paid workers). Based on a European survey, own account workers and employers reported 45 ho and 52 hours of work per week respectively, compared to 39 hours per week for employees (see OECD Employment Outlook, June 2000, p. 170). Since own account and employe account for two thirds and one third of the self-employed respectively (OECD Employment Outlook, June 2000, p. 162), the self-employed work on average 21 percent more hours per week than employees. If the self-employed account for roughly 12 percent of total employment (OECD Employment Outlook, June 2000, p. 158), then average hours for total employment will be 2.5 percent higher than average hours for employees. Therefore, average hours for employed persons as a proxy for average hours of employees, has a slight upward biais.

Appendix Table 8: Components of Labour Market Equality

	Australia			Belgium				Canada				Denmark			
	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-
1980	2.84	0.721	13.54	0.569	*2.34*	0.831	*8.08*	0.796	*3.97*	0.472	*23.70*	0.145	2.14	0.874	na	na
1981	2.82	0.725	13.93	0.552	*2.34*	0.831	*8.08*	0.796	4.01	0.464	*23.70*	0.145	2.16	0.871	na	na
1982	2.89	0.710	13.58	0.567	*2.34*	0.831	*8.08*	0.796	*4.09*	0.446	*23.70*	0.145	2.17	0.868	na	na
1983	2.89	0.710	14.58	0.525	2.34	0.831	*8.08*	0.796	*4.18*	0.427	*23.70*	0.145	2.17	0.869	na	na
1984	2.89	0.710	14.45	0.531	*2.34*	0.831	*8.08*	0.796	*4.27*	0.408	*23.70*	0.145	2.20	0.863	na	na
1985	2.72	0.747	13.68	0.563	2.34	0.831	8.08	0.796	*4.36*	0.388	*23.70*	0.145	2.17	0.868	na	na
1986	2.87	0.714	13.83	0.556	2.32	0.835	7.58	0.817	4.45	0.368	*23.70*	0.145	2.20	0.862	na	na
1987	2.81	0.729	14.26	0.539	2.32	0.835	7.77	0.809	*4.45*	0.369	*23.70*	0.145	2.20	0.862	na	na
1988	2.89	0.710	14.58	0.525	2.32	0.835	7.23	0.832	4.45	0.369	*23.70*	0.145	2.17	0.868	na	na
1989	2.87	0.714	14.36	0.534	2.31	0.838	7.87	0.805	*4.42*	0.373	*23.70*	0.145	2.18	0.866	na	na
1990	2.81	0.729	14.61	0.524	2.29	0.842	7.47	0.822	4.40	0.378	*23.70*	0.145	2.17	0.869	na	na
1991	2.84	0.722	13.91	0.553	2.29	0.842	7.39	0.825	4.19	0.424	*23.70*	0.145	*2.17*	0.869	na	na
1992	2.82	0.725	13.84	0.556	2.31	0.838	7.71	0.812	4.24	0.414	*23.70*	0.145	*2.17*	0.869	na	na
1993	2.79	0.733	13.23	0.582	2.26	0.849	7.20	0.833	4.02	0.462	*23.70*	0.145	*2.17*	0.869	na	na
1994	2.87	0.715	13.50	0.570	*2.26*	0.849	7.78	0.809	4.20	0.424	23.70	0.145	*2.17*	0.869	na	na
1995	2.92	0.704	13.83	0.556	*2.26*	0.849	7.32	0.828	*4.20*	0.424	*23.70*	0.145	*2.17*	0.869	na	na
1996	*2.92*	0.704	*13.12*	0.586	*2.26*	0.849	*7.32*	0.828	*4.20*	0.424	*23.70*	0.145	*2.17*	0.869	na	na
1997	*2.92*	0.704	12.41	0.616	*2.26*	0.849	*7.32*	0.828	*4.20*	0.424	*23.70*	0.145	*2.17*	0.869	na	na
1998	*2.92*	0.704	12.28	0.621	*2.26*	0.849	*7.32*	0.828	*4.20*	0.424	*23.70*	0.145	*2.17*	0.869	na	na
1999	*2.92*	0.704	14.31	0.537	*2.26*	0.849	*7.32*	0.828	*4.20*	0.424	*23.70*	0.145	*2.17*	0.869	na	na
2000	*2.92*	0.704	*14.31*	0.537	*2.26*	0.849	*7.32*	0.828	*4.20*	0.424	*23.70*	0.145	*2.17*	0.869	na	na
2001	*2.92*	0.704	*14.31*	0.537	*2.26*	0.849	*7.32*	0.828	*4.20*	0.424	*23.70*	0.145	*2.17*	0.869	na	na

Sources:
9th to 1st ratio: OECD Employment Outlook, July 1996, Table 3.1 and Annex 3.A, and Table 5.2 from the July 1993 Employment Outlook.
Data for Australia, New Zealand and the United Kingdom are based on gross weekly earnings. Data for Canada, Finland, France, the Netherlands, Sweden and Switzerland are based on gross annual earnings. Data for Germany, Italy and Japan are based on gross monthly earnings. Data for Belgium are based on gross daily earnings.
Data for all other countries are based on gross hourly earnings.
Belgium: data are the 8th to 1st ratios adjusted upwards in each year by the average ratio of the 8th to 9th deciles in 1989-1993.
Canada: 1980 value based on the linear interpolation between 1973 and 1981 (1973 value not shown).
Germany: data refer to West Germany only.
United Kingdom: data refer to Great Britain only.
United States: data for 1993-1995 based on the growth rate of the average of male and female 9th to 1st deciles based on gross weekly earnings.
Incidence of low wage employment: for Australia, Belgium, Germany, the Netherlands, the United Kingdom and the United States see Howell, 2002, "Unemployment, Under-Utilization, and Low Pay: Toward a Summary Measure of Employment Adequacy", draft paper to be presented at the Bellagio Conference on the Ford Foundation Project on the Development of a new Cross-National Architecture for Labour Market Statistics, September 23-27. All others from Table 3.2.A from the July 1996 Employment Outlook.
Values in italics are either based on linear interpolation or are assumed equal to data in previous or succeeding years.

Appendix Table 8: Components of Labour Market Equality

	Finland				France				Germany				Italy			
	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %
1980	2.46	0.805	*5.90*	0.887	3.26	0.629	*13.30*	0.579	*2.69*	0.754	*14.34*	0.535	2.64	0.765	*12.50*	0.612
1981	*2.47*	0.802	*5.90*	0.887	3.22	0.637	*13.30*	0.579	*2.69*	0.754	*14.34*	0.535	2.68	0.757	*12.50*	0.612
1982	*2.49*	0.799	*5.90*	0.887	3.20	0.642	*13.30*	0.579	*2.69*	0.754	*14.34*	0.535	2.42	0.815	*12.50*	0.612
1983	2.50	0.796	*5.90*	0.887	3.14	0.655	*13.30*	0.579	2.69	0.754	*14.34*	0.535	2.50	0.796	*12.50*	0.612
1984	*2.50*	0.796	*5.90*	0.887	3.09	0.667	*13.30*	0.579	2.79	0.733	14.34	0.535	2.51	0.795	*12.50*	0.612
1985	*2.50*	0.796	*5.90*	0.887	3.12	0.660	*13.30*	0.579	2.62	0.769	14.68	0.521	*2.50*	0.795	*12.50*	0.612
1986	2.50	0.796	*5.90*	0.887	3.18	0.648	*13.30*	0.579	2.59	0.776	14.76	0.518	2.50	0.795	*12.50*	0.612
1987	2.52	0.792	*5.90*	0.887	3.19	0.644	*13.30*	0.579	2.54	0.787	14.62	0.524	2.42	0.814	*12.50*	0.612
1988	2.45	0.806	*5.90*	0.887	3.23	0.635	*13.30*	0.579	2.51	0.794	13.56	0.568	*2.29*	0.842	*12.50*	0.612
1989	2.57	0.782	*5.90*	0.887	3.28	0.624	*13.30*	0.579	2.46	0.805	13.42	0.574	2.16	0.871	*12.50*	0.612
1990	2.50	0.796	*5.90*	0.887	3.26	0.628	*13.30*	0.579	2.51	0.794	12.47	0.613	*2.29*	0.842	*12.50*	0.612
1991	2.42	0.814	*5.90*	0.887	3.26	0.628	*13.30*	0.579	2.40	0.818	14.07	0.547	2.42	0.814	*12.50*	0.612
1992	2.36	0.827	*5.90*	0.887	3.23	0.635	*13.30*	0.579	2.44	0.809	13.04	0.590	*2.61*	0.772	*12.50*	0.612
1993	2.29	0.841	*5.90*	0.887	3.26	0.628	*13.30*	0.579	2.32	0.836	12.21	0.624	2.80	0.730	12.50	0.612
1994	2.38	0.822	5.90	0.887	3.28	0.624	*13.30*	0.579	*2.32*	0.836	11.35	0.660	*2.80*	0.730	*12.50*	0.612
1995	*2.38*	0.822	*5.90*	0.887	*3.28*	0.624	13.30	0.579	*2.32*	0.836	11.22	0.665	*2.80*	0.730	*12.50*	0.612
1996	*2.38*	0.822	*5.90*	0.887	*3.28*	0.624	*13.30*	0.579	*2.32*	0.836	13.04	0.589	*2.80*	0.730	*12.50*	0.612
1997	*2.38*	0.822	*5.90*	0.887	*3.28*	0.624	*13.30*	0.579	*2.32*	0.836	12.10	0.629	*2.80*	0.730	*12.50*	0.612
1998	*2.38*	0.822	*5.90*	0.887	*3.28*	0.624	*13.30*	0.579	*2.32*	0.836	12.93	0.594	*2.80*	0.730	*12.50*	0.612
1999	*2.38*	0.822	*5.90*	0.887	*3.28*	0.624	*13.30*	0.579	*2.32*	0.836	*12.93*	0.594	*2.80*	0.730	*12.50*	0.612
2000	*2.38*	0.822	*5.90*	0.887	*3.28*	0.624	*13.30*	0.579	*2.32*	0.836	*12.93*	0.594	*2.80*	0.730	*12.50*	0.612
2001	*2.38*	0.822	*5.90*	0.887	*3.28*	0.624	*13.30*	0.579	*2.32*	0.836	*12.93*	0.594	*2.80*	0.730	*12.50*	0.612

Appendix Table 8: Components of Labour Market Equality

	Japan				Netherlands				New Zealand				Norway			
	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-
1980	3.01	0.684	18.30	0.370	*2.51*	0.794	12.90	0.595	*2.89*	0.710	*16.90*	0.428	2.06	0.893	na	na
1981	3.04	0.676	18.58	0.358	*2.51*	0.794	12.40	0.616	*2.89*	0.710	*16.90*	0.428	*2.06*	0.893	na	na
1982	3.08	0.669	18.79	0.350	*2.51*	0.794	11.10	0.670	*2.89*	0.710	*16.90*	0.428	*2.06*	0.893	na	na
1983	3.13	0.658	18.54	0.360	*2.51*	0.794	10.40	0.700	*2.89*	0.710	*16.90*	0.428	2.06	0.894	na	na
1984	3.15	0.654	18.65	0.355	*2.51*	0.794	10.50	0.695	2.89	0.710	*16.90*	0.428	*2.08*	0.888	na	na
1985	3.11	0.661	18.83	0.348	2.51	0.794	11.18	0.667	*2.86*	0.716	*16.90*	0.428	*2.11*	0.882	na	na
1986	3.15	0.654	18.65	0.355	2.54	0.787	11.51	0.653	2.84	0.721	*16.90*	0.428	*2.13*	0.876	na	na
1987	3.15	0.654	18.44	0.364	2.53	0.790	11.11	0.670	*2.88*	0.712	*16.90*	0.428	2.16	0.870	na	na
1988	3.15	0.654	18.23	0.373	2.59	0.776	11.72	0.644	2.92	0.703	*16.90*	0.428	*2.09*	0.887	na	na
1989	3.16	0.651	18.03	0.381	2.61	0.773	11.81	0.641	*2.98*	0.690	*16.90*	0.428	2.01	0.903	na	na
1990	3.16	0.651	17.62	0.398	2.61	0.773	12.00	0.633	3.05	0.676	*16.90*	0.428	*2.00*	0.907	na	na
1991	3.11	0.663	17.08	0.421	2.61	0.773	12.39	0.617	*3.06*	0.672	*16.90*	0.428	1.98	0.910	na	na
1992	3.03	0.679	16.07	0.463	2.61	0.773	12.19	0.625	3.08	0.669	*16.90*	0.428	*1.99*	0.908	na	na
1993	3.04	0.678	15.88	0.471	2.59	0.777	11.60	0.650	*3.06*	0.672	*16.90*	0.428	2.00	0.906	na	na
1994	3.02	0.683	15.54	0.485	2.59	0.776	11.88	0.638	3.04	0.676	16.90	0.428	*2.00*	0.906	na	na
1995	*3.02*	0.683	15.36	0.493	*2.59*	0.776	13.81	0.557	*3.04*	0.676	16.90	0.428	*2.00*	0.906	na	na
1996	*3.02*	0.683	15.32	0.494	*2.59*	0.776	13.90	0.554	*3.04*	0.676	*16.90*	0.428	*2.00*	0.906	na	na
1997	*3.02*	0.683	15.16	0.501	*2.59*	0.776	14.57	0.526	*3.04*	0.676	*16.90*	0.428	*2.00*	0.906	na	na
1998	*3.02*	0.683	14.74	0.519	*2.59*	0.776	*14.57*	0.526	*3.04*	0.676	*16.90*	0.428	*2.00*	0.906	na	na
1999	*3.02*	0.683	14.58	0.525	*2.59*	0.776	*14.57*	0.526	*3.04*	0.676	*16.90*	0.428	*2.00*	0.906	na	na
2000	*3.02*	0.683	*14.58*	0.525	*2.59*	0.776	*14.57*	0.526	*3.04*	0.676	*16.90*	0.428	*2.00*	0.906	na	na
2001	*3.02*	0.683	*14.58*	0.525	*2.59*	0.776	*14.57*	0.526	*3.04*	0.676	*16.90*	0.428	*2.00*	0.906	na	na

Appendix Table 8: Components of Labour Market Equality

	Sweden				Switzerland				United Kingdom				United States			
	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %	Ratio of 9th to 1st earnings deciles	Index of the ratio of 9th to 1st earnings deciles	Incidence of Low wage employ-ment, %	Index of the incidence of Low wage employ-ment, %
1980	2.04	0.897	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	2.79	0.732	17.68	0.396	4.80	0.291	21.98	0.216
1981	2.05	0.896	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	2.91	0.707	17.66	0.396	4.91	0.267	22.08	0.212
1982	2.00	0.905	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	2.96	0.695	17.85	0.389	*5.00*	0.247	22.50	0.194
1983	1.95	0.917	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	2.98	0.692	17.82	0.390	*5.09*	0.227	20.40	0.282
1984	2.02	0.901	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	3.04	0.676	18.60	0.357	*5.18*	0.207	21.56	0.234
1985	2.07	0.891	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	3.06	0.673	18.87	0.346	5.28	0.186	23.73	0.143
1986	2.07	0.890	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	3.10	0.665	19.19	0.333	5.46	0.145	23.39	0.157
1987	2.09	0.886	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	3.20	0.641	19.61	0.315	5.51	0.135	23.60	0.149
1988	2.09	0.886	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	3.24	0.634	19.93	0.302	5.58	0.121	24.12	0.127
1989	2.12	0.879	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	3.28	0.626	20.05	0.297	5.50	0.137	23.53	0.152
1990	2.01	0.904	*5.20*	0.917	*2.72*	0.747	*13.00*	0.591	3.29	0.622	19.89	0.304	5.33	0.175	22.96	0.175
1991	2.11	0.882	*5.20*	0.917	2.72	0.747	*13.00*	0.591	3.27	0.626	19.42	0.323	5.37	0.165	22.56	0.192
1992	2.10	0.883	*5.20*	0.917	2.67	0.758	*13.00*	0.591	3.31	0.618	19.70	0.312	5.40	0.159	23.15	0.167
1993	2.13	0.877	5.20	0.917	2.71	0.751	*13.00*	0.591	3.33	0.614	19.50	0.320	*5.43*	0.153	23.92	0.135
1994	*2.13*	0.877	*5.20*	0.917	2.65	0.762	*13.00*	0.591	3.31	0.618	19.50	0.320	*5.74*	0.084	25.06	0.088
1995	*2.13*	0.877	*5.20*	0.917	2.72	0.748	13.00	0.591	3.38	0.602	20.00	0.299	*5.75*	0.083	25.17	0.083
1996	*2.13*	0.877	*5.20*	0.917	*2.72*	0.748	*13.00*	0.591	*3.38*	0.602	19.82	0.306	*5.75*	0.083	25.12	0.085
1997	*2.13*	0.877	*5.20*	0.917	*2.72*	0.748	*13.00*	0.591	*3.38*	0.602	19.70	0.311	*5.75*	0.083	24.87	0.096
1998	*2.13*	0.877	*5.20*	0.917	*2.72*	0.748	*13.00*	0.591	*3.38*	0.602	19.89	0.303	*5.75*	0.083	24.53	0.110
1999	*2.13*	0.877	*5.20*	0.917	*2.72*	0.748	*13.00*	0.591	*3.38*	0.602	19.56	0.317	*5.75*	0.083	24.53	0.110
2000	*2.13*	0.877	*5.20*	0.917	*2.72*	0.748	*13.00*	0.591	*3.38*	0.602	*19.56*	0.317	*5.75*	0.083	*24.53*	0.110
2001	*2.13*	0.877	*5.20*	0.917	*2.72*	0.748	*13.00*	0.591	*3.38*	0.602	*19.56*	0.317	*5.75*	0.083	*24.53*	0.110

Appendix Table 9: Components of the Risk to Health Imposed by Employment

	Australia					Belgium				Canada				
	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours
	per 100,000 workers	per 100,000 workers				per million hours worked	per million hours worked			per 100,000 workers	per 100,000 workers			
1980	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	*7.6*	*1,790*	*2.1497*	*0.0042*
1981	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	*7.6*	*1,790*	*2.1497*	*0.0042*
1982	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	*7.6*	*1,790*	*2.1497*	*0.0042*
1983	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	*7.6*	*1,790*	*2.1497*	*0.0042*
1984	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	*7.6*	*1,790*	*2.1497*	*0.0042*
1985	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	7.6	1,790	*2.1494*	*0.0042*
1986	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	7.7	1,789	*2.1514*	*0.0043*
1987	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	8.2	1,797	*2.1409*	*0.0046*
1988	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	8.9	1,807	*2.1295*	*0.0049*
1989	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	8.5	1,801	*2.1364*	*0.0047*
1990	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	8.5	1,788	*2.1522*	*0.0048*
1991	*2,198*	*7*	*1,845*	*1.1913*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	7.8	1,767	*2.1775*	*0.0044*
1992	*2,198*	7	1,845	*1.1911*	*0.0038*	*40.7*	*0.06*	*4.0740*	*0.0060*	*3,848*	7.8	1,759	*2.1874*	*0.0044*
1993	*2,198*	7	1,870	*1.1751*	*0.0037*	40.7	0.06	*4.0740*	*0.0060*	3,848	6.9	1,763	*2.1830*	*0.0039*
1994	*2,198*	7	1,875	*1.1724*	*0.0037*	10.2	0.06	*1.0190*	*0.0060*	3,816	6.4	1,780	*2.1438*	*0.0036*
1995	*2,198*	6	1,872	*1.1743*	*0.0032*	39.1	0.05	*3.9100*	*0.0050*	3,576	6.5	1,775	*2.0149*	*0.0037*
1996	*2,198*	5	1,862	*1.1802*	*0.0027*	36.4	0.04	*3.6370*	*0.0040*	3,277	6.1	1,784	*1.8367*	*0.0034*
1997	*2,198*	5	1,861	*1.1810*	*0.0027*	36.0	0.04	*3.6010*	*0.0040*	3,257	7.1	1,790	*1.8192*	*0.0040*
1998	2,198	5	1,856	*1.1841*	*0.0027*	36.0	0.02	*3.5970*	*0.0020*	3,136	6.7	1,787	*1.7552*	*0.0037*
1999	2,021	4	1,860	*1.0866*	*0.0022*	38.7	0.02	*3.8680*	*0.0020*	3,067	6.7	1,791	*1.7129*	*0.0037*
2000	2,058	4	1,855	*1.1094*	*0.0022*	35.6	0.03	*3.5600*	*0.0030*	3,145	7.1	1,795	*1.7526*	*0.0040*
2001	*2,058*	*4*	*1,855*	*1.1094*	*0.0022*	32.7	0.02	*3.2680*	*0.0020*	*3,145*	*7*	*1,795*	*1.7521*	*0.0040*

Source: LABORSTA database, ILO Bureau of Statistics, laborsta.ilo.org, as of May 24 2003.
are based on the growth rate of a fatalities per million hours series.
United States: fatalities data for 1991 assumed equal to 1992 value, and for 1980-1990 are based on
the growth rates of a fatalities per million hours series.
Germany: 1990 data for Unified Germany assumed to apply to the 1980-1989 period.
All values in italics are based on linear interpolation or are assumed to equal data in previous or succeeding years.

Appendix Table 9: Components of the Risk to Health Imposed by Employment

	Denmark					Finland					France				
	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours
	per 100,000 workers	per 100,000 workers				per 100,000 workers	per 100,000 workers				per 100,000 workers	per 100,000 workers			
1980	*1,719*	*3.0*	*1,535*	*1.1702*	*0.0020*	*3,440*	5.9	1,846	*1.9787*	*0.0032*	*5,271*	10	1,795	*3.1811*	*0.0056*
1981	*1,719*	*3.0*	*1,535*	*1.1702*	*0.0020*	*3,440*	5.3	1,831	*1.9787*	*0.0029*	*5,271*	10	1,760	*3.1811*	*0.0058*
1982	*1,719*	*3.0*	*1,535*	*1.1702*	*0.0020*	*3,440*	4.0	1,810	*1.9787*	*0.0022*	*5,271*	10	1,718	*3.1811*	*0.0056*
1983	*1,719*	3.0	1,535	*1.1702*	*0.0020*	*3,440*	4.7	1,809	*1.9787*	*0.0026*	*5,271*	9	1,712	*3.1811*	*0.0054*
1984	*1,719*	3.0	1,536	*1.1702*	*0.0020*	*3,440*	2.9	1,810	*1.9787*	*0.0016*	*5,271*	8	1,700	*3.1811*	*0.0049*
1985	*1,719*	3.0	1,553	*1.1702*	*0.0019*	*3,440*	3.7	1,804	*1.9787*	*0.0021*	*5,271*	8	1,685	*3.1811*	*0.0047*
1986	*1,719*	3.0	1,534	*1.1702*	*0.0020*	*3,440*	4.5	1,777	*1.9787*	*0.0025*	*5,271*	7	1,676	*3.1811*	*0.0044*
1987	*1,719*	2.0	1,514	*1.1702*	*0.0013*	*3,440*	3.9	1,802	*1.9787*	*0.0022*	*5,271*	8	1,671	*3.1811*	*0.0045*
1988	*1,719*	3.0	1,531	*1.1702*	*0.0020*	*3,440*	3.6	1,824	*1.9787*	*0.0020*	*5,271*	8	1,673	*3.1811*	*0.0048*
1989	*1,719*	3.0	1,508	*1.1702*	*0.0020*	*3,440*	3.8	1,802	*1.9787*	*0.0021*	*5,271*	8	1,655	*3.1811*	*0.0051*
1990	*1,719*	3.0	1,492	*1.1702*	*0.0020*	*3,440*	3.5	1,763	*1.9787*	*0.0020*	5,271	8	1,657	*3.1811*	*0.0051*
1991	*1,719*	2.0	1,484	*1.1702*	*0.0013*	*3,440*	4.1	1,741	*1.9787*	*0.0024*	5,399	7	1,645	*3.2821*	*0.0045*
1992	*1,719*	2.0	1,503	*1.1702*	*0.0013*	*3,440*	3.5	1,762	*1.9787*	*0.0020*	5,187	7	1,646	*3.1513*	*0.0043*
1993	1,719	2.0	1,469	*1.1702*	*0.0014*	3,440	3.2	1,739	*1.9787*	*0.0018*	4,774	6	1,642	*2.9069*	*0.0037*
1994	1,869	3.0	1,539	*1.2144*	*0.0019*	3,561	3.2	1,777	*2.0044*	*0.0018*	4,672	6	1,639	*2.8507*	*0.0034*
1995	1,925	3.0	1,501	*1.2825*	*0.0020*	3,260	2.6	1,772	*1.8396*	*0.0015*	4,631	5	1,614	*2.8694*	*0.0030*
1996	1,938	3.0	1,509	*1.2843*	*0.0020*	2,940	2.7	1,789	*1.6437*	*0.0015*	4,541	5	1,608	*2.8245*	*0.0033*
1997	1,914	3.0	1,520	*1.2592*	*0.0020*	3,048	3.1	1,780	*1.7126*	*0.0017*	4,536	5	1,605	*2.8269*	*0.0030*
1998	1,853	3.0	1,519	*1.2199*	*0.0020*	3,064	3.2	1,761	*1.7402*	*0.0018*	4,475	5	1,603	*2.7923*	*0.0028*
1999	1,814	3.0	1,544	*1.1749*	*0.0019*	2,956	2.1	1,765	*1.6745*	*0.0012*	4,432	5	1,596	*2.7762*	*0.0028*
2000	1,734	2.0	1,504	*1.1529*	*0.0013*	*2,956*	*2.1*	*1,765*	*1.6748*	*0.0012*	*4,432*	*5*	*1,596*	*2.7769*	*0.0028*
2001	1,574	2.0	1,482	*1.0621*	*0.0013*	*2,956*	*2.1*	*1,765*	*1.6748*	*0.0012*	*4,432*	*5*	*1,596*	*2.7769*	*0.0028*

Appendix Table 9: Components of the Risk to Health Imposed by Employment

	Germany					Italy					Japan			
	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	injuries per 100thousand hours	fatalities per 100thousand hours
	per 100,000 full-time equivalent workers	per 100,000 full-time equivalent workers				per 100,000 workers	per 100,000 workers					per million hours worked		
1980	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	*17*	*1,692*	*3.7164*	*0.0103*	na	0.0200	na	*0.0020*
1981	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	*17*	*1,692*	*3.7164*	*0.0103*	na	0.0300	na	*0.0030*
1982	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	*17*	*1,692*	*3.7164*	*0.0103*	na	0.0200	na	*0.0020*
1983	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	17	1,692	*3.7164*	*0.0103*	na	0.0200	na	*0.0020*
1984	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	16	1,677	*3.7164*	*0.0093*	na	0.0300	na	*0.0030*
1985	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	13	1,665	*3.7164*	*0.0079*	na	0.0200	na	*0.0020*
1986	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	11	1,663	*3.7164*	*0.0066*	na	0.0100	na	*0.0010*
1987	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	11	1,658	*3.7164*	*0.0065*	na	0.0100	na	*0.0010*
1988	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	12	1,675	*3.7164*	*0.0069*	na	0.0100	na	*0.0010*
1989	*5,440*	*5.1*	*1,583*	*3.4365*	*0.0032*	*6,199*	12	1,672	*3.7164*	*0.0073*	na	0.0100	na	*0.0010*
1990	5,440	5.1	1,583	*3.4363*	*0.0032*	*6,199*	12	1,674	*3.7164*	*0.0069*	na	0.0100	na	*0.0010*
1991	5,427	4.0	1,560	*3.4780*	*0.0026*	6,199	11	1,668	*3.7164*	*0.0066*	na	0.0100	na	*0.0010*
1992	5,520	4.7	1,576	*3.5016*	*0.0030*	6,020	10	1,636	*3.6797*	*0.0061*	na	0.0100	na	*0.0010*
1993	5,201	5.0	1,556	*3.3430*	*0.0032*	4,968	9	1,637	*3.0348*	*0.0055*	na	0.0100	na	*0.0010*
1994	5,138	4.6	1,555	*3.3042*	*0.0030*	4,624	8	1,634	*2.8299*	*0.0049*	na	0.0100	na	*0.0010*
1995	4,817	4.2	1,535	*3.1375*	*0.0028*	4,311	7	1,635	*2.6367*	*0.0043*	na	0.0100	na	*0.0010*
1996	4,308	4.0	1,519	*2.8359*	*0.0026*	4,077	7	1,636	*2.4921*	*0.0043*	na	0.0100	na	*0.0010*
1997	4,196	3.7	1,513	*2.7729*	*0.0024*	3,889	7	1,640	*2.3713*	*0.0043*	na	0.0100	na	*0.0010*
1998	4,214	3.4	1,507	*2.7963*	*0.0023*	3,932	8	1,629	*2.4138*	*0.0049*	na	0.0100	na	*0.0010*
1999	4,128	3.4	1,496	*2.7590*	*0.0023*	4,020	7	1,625	*2.4738*	*0.0043*	na	0.0100	na	*0.0010*
2000	4,001	3.1	1,482	*2.7003*	*0.0021*	4,030	7	1,622	*2.4846*	*0.0043*	na	0.0100	na	*0.0010*
2001	*4,001*	*3.1*	*1,482*	*2.7003*	*0.0021*	*4,030*	*7*	*1,622*	*2.4846*	*0.0043*	na	0.0100	na	*0.0010*

Appendix Table 9: Components of the Risk to Health Imposed by Employment

	Netherlands					New Zealand					Norway				
	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities per thousand full-time equivalent years of all insured workers*	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities per 100,000 workers	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries per 100,000 workers	Incidence of workplace fatalitities per 100,000 workers	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours
1980	na	0.0250	1,474	na	*0.0013*	na	16.6	1,852	na	*0.0090*	*1,562*	na	*1,400*	*1.1161*	0.0020
1981	na	0.0180	1,467	na	*0.0009*	na	13.4	1,852	na	*0.0072*	*1,562*	na	*1,400*	*1.1161*	0.0050
1982	na	0.0200	1,459	na	*0.0010*	na	8.0	1,852	na	*0.0043*	*1,562*	na	*1,400*	*1.1161*	0.0060
1983	na	0.0180	1,452	na	*0.0009*	na	6.0	1,852	na	*0.0032*	*1,562*	na	*1,400*	*1.1161*	0.0050
1984	na	0.0150	1,444	na	*0.0008*	na	7.6	1,851	na	*0.0041*	*1,562*	na	*1,400*	*1.1161*	0.0030
1985	na	0.0150	1,437	na	*0.0008*	na	*7.3*	1,851	na	*0.0039*	*1,562*	na	*1,400*	*1.1161*	0.0050
1986	na	0.0150	1,475	na	*0.0008*	na	*6.9*	1,851	na	*0.0037*	*1,562*	na	*1,400*	*1.1161*	0.0040
1987	na	0.0180	1,514	na	*0.0009*	na	*6.6*	1,851	na	*0.0036*	*1,562*	na	*1,400*	*1.1161*	*0.0032*
1988	na	0.0160	1,480	na	*0.0008*	na	6.3	1,845	na	*0.0034*	*1,562*	na	*1,400*	*1.1161*	*0.0025*
1989	na	0.0170	1,469	na	*0.0009*	na	0.1	1,832	na	*0.0001*	*1,562*	na	*1,400*	*1.1161*	0.0020
1990	na	*0.0170*	*1,469*	na	*0.0009*	na	7.1	1,820	na	*0.0039*	*1,562*	na	*1,400*	*1.1161*	0.0030
1991	na	*0.0170*	*1,469*	na	*0.0009*	na	5.7	1,802	na	*0.0032*	*1,562*	na	*1,400*	*1.1161*	0.0200
1992	na	*0.0170*	*1,469*	na	*0.0009*	na	4.5	1,812	na	*0.0025*	*1,562*	na	*1,400*	*1.1161*	0.0240
1993	na	*0.0170*	*1,469*	na	*0.0009*	na	5.3	1,844	na	*0.0029*	*1,562*	na	*1,400*	*1.1161*	0.0220
1994	na	*0.0170*	*1,469*	na	*0.0009*	na	*5.3*	*1,844*	na	*0.0029*	*1,562*	na	*1,400*	*1.1161*	0.0160
1995	na	*0.0170*	*1,469*	na	*0.0009*	na	*5.3*	*1,844*	na	*0.0029*	*1,562*	*2.8*	*1,400*	*1.1161*	*0.0020*
1996	na	*0.0170*	*1,469*	na	*0.0009*	na	*5.3*	*1,844*	na	*0.0029*	*1,562*	*2.8*	*1,400*	*1.1161*	*0.0020*
1997	na	*0.0170*	*1,469*	na	*0.0009*	na	*5.3*	*1,844*	na	*0.0029*	*1,562*	*2.8*	*1,400*	*1.1161*	*0.0020*
1998	na	*0.0170*	*1,469*	na	*0.0009*	na	*5.3*	*1,844*	na	*0.0029*	1,562	2.8	1,400	*1.1161*	*0.0020*
1999	na	*0.0170*	*1,469*	na	*0.0009*	na	*5.3*	*1,844*	na	*0.0029*	1,482	2.5	1,395	*1.0627*	*0.0018*
2000	na	*0.0170*	*1,469*	na	*0.0009*	na	*5.3*	*1,844*	na	*0.0029*	1,400	2.5	1,376	*1.0177*	*0.0018*
2001	na	*0.0170*	*1,469*	na	*0.0009*	na	*5.3*	*1,844*	na	*0.0029*	1,266	1.6	1,364	*0.9283*	*0.0012*

*If wee assume that a work day lasts 8 hours and that full-time workers work 250 days a year, than 1,000 of full time equivalent years is equal to 2,000,000 hours

Appendix Table 9: Components of the Risk to Health Imposed by Employment

	Sweden					Switzerland					United Kingdom				
	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours	Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours
	per 100,000 workers	per 100,000 workers				per 100,000 workers	per 100,000 workers				per 100,000 workers	per 100,000 workers			
1980	*1,050*	na	1,602	*0.6553*	0.0024	*4,249*	*4.4*	*1,636*	*2.6391*	*0.0027*	*789*	*2.1*	*1,712*	*0.4463*	*0.0012*
1981	*1,050*	na	1,602	*0.6553*	0.0026	*4,249*	*4.4*	*1,636*	*2.6391*	*0.0027*	*789*	2.1	1,712	*0.4463*	*0.0012*
1982	*1,050*	na	1,602	*0.6553*	0.0022	*4,249*	*4.4*	*1,636*	*2.6391*	*0.0027*	*789*	2.2	1,727	*0.4463*	*0.0013*
1983	*1,050*	na	1,602	*0.6553*	0.0024	*4,249*	*4.4*	*1,636*	*2.6391*	*0.0027*	*789*	2.2	1,713	*0.4463*	*0.0013*
1984	*1,050*	na	1,602	*0.6553*	0.0019	*4,249*	4.4	1,636	*2.6391*	*0.0027*	*789*	2.1	1,729	*0.4463*	*0.0012*
1985	*1,050*	na	1,602	*0.6553*	0.0016	*4,249*	4.8	1,631	*2.6391*	*0.0029*	*789*	1.9	1,762	*0.4463*	*0.0011*
1986	*1,050*	na	1,602	*0.6553*	0.0018	*4,249*	4.4	1,627	*2.6391*	*0.0027*	*789*	1.7	1,765	*0.4463*	*0.0010*
1987	*1,050*	na	1,602	*0.6553*	0.0017	*4,249*	4.6	1,623	*2.6391*	*0.0028*	*789*	1.7	1,754	*0.4463*	*0.0010*
1988	*1,050*	na	1,602	*0.6553*	0.0018	*4,249*	4.6	1,619	*2.6391*	*0.0028*	*789*	2.5	1,794	*0.4463*	*0.0014*
1989	*1,050*	na	1,602	*0.6553*	0.0016	*4,249*	4.2	1,614	*2.6391*	*0.0026*	*789*	1.7	1,782	*0.4463*	*0.0010*
1990	*1,050*	na	1,602	*0.6553*	0.0019	4,249	5.3	1,610	*2.6391*	*0.0033*	*789*	1.6	1,767	*0.4463*	*0.0009*
1991	*1,050*	na	1,602	*0.6553*	0.0013	4,175	4.5	1,606	*2.6000*	*0.0028*	789	1.4	1,768	*0.4463*	*0.0008*
1992	*1,050*	na	1,602	*0.6553*	0.0014	3,821	3.9	1,605	*2.3802*	*0.0024*	749	1.3	1,729	*0.4332*	*0.0008*
1993	1,050	2.6	1,602	*0.6553*	*0.0016*	3,468	3.3	1,607	*2.1579*	*0.0021*	719	1.2	1,723	*0.4173*	*0.0007*
1994	965	6.2	1,614	*0.5979*	*0.0038*	3,405	3.7	1,623	*2.0986*	*0.0023*	732	1.0	1,737	*0.4215*	*0.0006*
1995	872	2.3	1,623	*0.5374*	*0.0014*	3,364	3.1	1,599	*2.1038*	*0.0019*	680	1.1	1,739	*0.3910*	*0.0006*
1996	880	2.3	1,628	*0.5407*	*0.0014*	3,036	3.2	1,595	*1.9032*	*0.0020*	690	0.9	1,738	*0.3970*	*0.0005*
1997	842	2.3	1,629	*0.5168*	*0.0014*	2,778	3.4	1,589	*1.7484*	*0.0021*	711	0.9	1,737	*0.4093*	*0.0005*
1998	910	1.7	1,636	*0.5562*	*0.0010*	2,761	3.2	1,589	*1.7374*	*0.0020*	685	0.8	1,731	*0.3957*	*0.0005*
1999	954	1.7	1,625	*0.5872*	*0.0010*	2,685	2.4	1,597	*1.6809*	*0.0015*	666	0.7	1,719	*0.3873*	*0.0004*
2000	970	1.5	1,603	*0.6052*	*0.0009*	2,580	2.3	1,568	*1.6453*	*0.0015*	645	0.9	1,708	*0.3776*	*0.0005*
2001	*970*	*1.5*	*1,603*	*0.6052*	*0.0009*	*2,580*	*2.3*	*1,568*	*1.6453*	*0.0015*	*645*	*0.9*	1,708	*0.3776*	*0.0005*

Appendix Table 9: Components of the Risk to Health Imposed by Employment

	United States Incidence of non-fatal workplace injuries	Incidence of workplace fatalitities	hours worked per person (closest year)	injuries per 100thousand hours	fatalities per 100thousand hours
	per 200,000 hours worked	per 100,000 workers			
1980	*8.3*	na	*1,828*	*4.2*	0.0039
1981	*8.3*	na	*1,828*	*4.2*	0.0038
1982	*8.3*	na	*1,828*	*4.2*	0.0037
1983	*8.3*	na	*1,828*	*4.2*	0.0028
1984	*8.3*	na	*1,828*	*4.2*	0.0032
1985	*8.3*	na	*1,828*	*4.2*	0.0031
1986	*8.3*	na	*1,828*	*4.2*	0.0030
1987	*8.3*	na	*1,828*	*4.2*	0.0027
1988	*8.3*	na	*1,828*	*4.2*	0.0025
1989	*8.3*	na	*1,828*	*4.2*	0.0027
1990	*8.3*	na	*1,828*	*4.2*	0.0021
1991	*8.3*	na	*1,828*	*4.2*	0.0021
1992	8.3	5	1,828	*4.2*	*0.0027*
1993	7.9	5	1,837	*4.0*	*0.0027*
1994	7.7	5	1,839	*3.9*	*0.0027*
1995	7.5	5	1,848	*3.8*	*0.0027*
1996	6.9	5	1,837	*3.5*	*0.0027*
1997	6.6	5	1,849	*3.3*	*0.0027*
1998	6.2	5	1,850	*3.1*	*0.0027*
1999	5.9	4	1,846	*3.0*	*0.0022*
2000	*5.9*	4	1,835	*3.0*	*0.0022*
2001	*5.9*	*4*	*1,835*	*3.0*	*0.0022*

Appendix Table 10: Components of the Risk Imposed by Povery at the End of Working Life

	Australia								Belgium							
	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans
1980	*27.67*	0.233	*12.57*	0.829	0.1929				*8.55*	0.754	*19.25*	0.700	0.5281			
1981	27.67	0.233	12.57	0.829	0.1929				*8.55*	0.754	*19.25*	0.700	0.5281			
1982	*27.84*	0.228	*12.77*	0.825	0.1880				*8.55*	0.754	*19.25*	0.700	0.5281			
1983	*28.02*	0.223	*12.97*	0.821	0.1831				*8.55*	0.754	*19.25*	0.700	0.5281			
1984	*28.20*	0.218	*13.17*	0.817	0.1783				*8.55*	0.754	*19.25*	0.700	0.5281			
1985	28.38	0.213	13.38	0.813	0.1734				8.55	0.754	19.25	0.700	0.5281			
1986	*27.65*	0.233	*14.11*	0.799	0.1863				*8.90*	0.745	*20.29*	0.680	0.5066			
1987	*26.94*	0.252	*14.89*	0.784	0.1980				*9.26*	0.735	*21.37*	0.659	0.4845			
1988	*26.25*	0.271	*15.70*	0.769	0.2085				9.64	0.724	22.52	0.637	0.4617			
1989	25.58	0.290	16.56	0.752	0.2178				*9.72*	0.722	*21.76*	0.652	0.4709			
1990	*26.94*	0.253	*18.34*	0.718	0.1813				*9.80*	0.720	*21.02*	0.666	0.4798			
1991	*28.37*	0.213	*20.31*	0.680	0.1451				*9.88*	0.718	*20.31*	0.680	0.4882			
1992	*29.88*	0.172	*22.49*	0.638	0.1099				9.96	0.716	19.62	0.693	0.4962			
1993	*31.47*	0.129	*24.91*	0.591	0.0763				*9.96*	0.716	*19.62*	0.693	0.4962			
1994	33.14	0.083	27.58	0.540	0.0450				*9.96*	0.716	*19.62*	0.693	0.4962			
1995	*33.14*	0.083	*27.58*	0.540	0.0450				*9.96*	0.716	*19.62*	0.693	0.4962			
1996	*33.14*	0.083	*27.58*	0.540	0.0450				*9.96*	0.716	*19.62*	0.693	0.4962			
1997	*33.14*	0.083	*27.58*	0.540	0.0450				*9.96*	0.716	*19.62*	0.693	0.4962			
1998	*33.14*	0.083	*27.58*	0.540	0.0450				*9.96*	0.716	*19.62*	0.693	0.4962			
1999	*33.14*	0.083	*27.58*	0.540	0.0450				*9.96*	0.716	*19.62*	0.693	0.4962			
2000	*33.14*	0.083	*27.58*	0.540	0.0450				*9.96*	0.716	*19.62*	0.693	0.4962			
2001	*33.14*	0.083	*27.58*	0.540	0.0450				*9.96*	0.716	*19.62*	0.693	0.4962			

Sources:
Elderly poverty rate and gap: Luxembourg Income Study; elderly poverty intensity = rate*gap.
All values in italics are based on linear interpretation or are assumed equal to data for previous or succeeding years.
Canada and Sweden: 1980 values based on linear interpolation between 1975 and 1981 (1975 values not shown).
France, Norway, United Kingdom and United States: 1980 values based on linear interpolation between 1979 and the next most recent year for which data are available (1979 values not shown).
Germany: West Germany until 1990, Unified Germany thereafter.

Appendix Table 10: Components of the Risk Imposed by Povery at the End of Working Life

	Canada								Denmark							
	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans
1980	*27.78*	0.230	*19.71*	0.691	0.1587				*16.54*	0.536	*21.87*	0.650	0.3484			
1981	25.94	0.280	18.68	0.711	0.1990				*16.54*	0.536	*21.87*	0.650	0.3484			
1982	*23.04*	0.359	*18.41*	0.717	0.2572				*16.54*	0.536	*21.87*	0.650	0.3484			
1983	*20.46*	0.429	*18.14*	0.722	0.3099				*16.54*	0.536	*21.87*	0.650	0.3484			
1984	*18.17*	0.492	*17.87*	0.727	0.3574				*16.54*	0.536	*21.87*	0.650	0.3484			
1985	*16.13*	0.547	*17.61*	0.732	0.4005				*16.54*	0.536	*21.87*	0.650	0.3484			
1986	*14.33*	0.597	*17.36*	0.737	0.4395				*16.54*	0.536	*21.87*	0.650	0.3484			
1987	12.72	0.640	17.10	0.742	0.4749				16.54	0.536	21.87	0.650	0.3484			
1988	*10.41*	0.703	*16.16*	0.760	0.5343				*13.34*	0.623	*25.67*	0.577	0.3595			
1989	*8.52*	0.755	*15.27*	0.777	0.5864				*10.76*	0.694	*30.13*	0.491	0.3406			
1990	*6.98*	0.797	*14.43*	0.793	0.6321				*8.68*	0.751	*35.36*	0.390	0.2928			
1991	5.71	0.832	13.64	0.808	0.6721				*7.00*	0.796	*41.50*	0.272	0.2166			
1992	*5.40*	0.840	*13.66*	0.808	0.6786				5.65	0.833	48.71	0.133	0.1110			
1993	*5.11*	0.848	*13.69*	0.807	0.6846				*5.65*	0.833	*48.71*	0.133	0.1110			
1994	4.83	0.855	13.71	0.807	0.6903				*5.65*	0.833	*48.71*	0.133	0.1110			
1995	*5.03*	0.850	*14.03*	0.801	0.6809				*5.65*	0.833	*48.71*	0.133	0.1110			
1996	*5.23*	0.845	*14.35*	0.795	0.6713				*5.65*	0.833	*48.71*	0.133	0.1110			
1997	5.44	0.839	14.68	0.788	0.6615				*5.65*	0.833	*48.71*	0.133	0.1110			
1998	6.32	0.815	14.77	0.787	0.6410				*5.65*	0.833	*48.71*	0.133	0.1110			
1999	*6.32*	0.815	*14.77*	0.787	0.6410				*5.65*	0.833	*48.71*	0.133	0.1110			
2000	*6.32*	0.815	*14.77*	0.787	0.6410				*5.65*	0.833	*48.71*	0.133	0.1110			
2001	*6.32*	0.815	*14.77*	0.787	0.6410				*5.65*	0.833	*48.71*	0.133	0.1110			

Appendix Table 10: Components of the Risk Imposed by Povery at the End of Working Life

	Finland								France							
	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans
1980	*12.08*	0.658	*13.59*	0.809	0.5324				*14.94*	0.580	*13.97*	0.802	0.4650			
1981	*12.08*	0.658	*13.59*	0.809	0.5324				17.39	0.513	13.68	0.808	0.4143			
1982	*12.08*	0.658	*13.59*	0.809	0.5324				*11.65*	0.670	*12.88*	0.823	0.5510			
1983	*12.08*	0.658	*13.59*	0.809	0.5324				*7.80*	0.775	*12.14*	0.837	0.6485			
1984	*12.08*	0.658	*13.59*	0.809	0.5324				5.23	0.845	11.43	0.851	0.7188			
1985	*12.08*	0.658	*13.59*	0.809	0.5324				*5.23*	0.845	*11.43*	0.851	0.7188			
1986	*12.08*	0.658	*13.59*	0.809	0.5324				*5.23*	0.845	*11.43*	0.851	0.7188			
1987	12.08	0.658	13.59	0.809	0.5324				*5.23*	0.845	*11.43*	0.851	0.7188			
1988	*12.83*	0.637	*13.62*	0.809	0.5155				*5.23*	0.845	*11.43*	0.851	0.7188			
1989	*13.63*	0.616	*13.64*	0.808	0.4977				*5.23*	0.845	*11.43*	0.851	0.7188			
1990	*14.47*	0.593	*13.67*	0.808	0.4787				*5.23*	0.845	*11.43*	0.851	0.7188			
1991	15.37	0.568	13.69	0.807	0.4586				*5.23*	0.845	*11.43*	0.851	0.7188			
1992	*11.18*	0.682	*12.61*	0.828	0.5652				*5.23*	0.845	*11.43*	0.851	0.7188			
1993	*8.13*	0.766	*11.61*	0.847	0.6488				*5.23*	0.845	*11.43*	0.851	0.7188			
1994	*5.92*	0.826	*10.69*	0.865	0.7146				*5.23*	0.845	*11.43*	0.851	0.7188			
1995	4.30	0.870	9.84	0.882	0.7669				*5.23*	0.845	*11.43*	0.851	0.7188			
1996	*4.30*	0.870	*9.84*	0.882	0.7669				*5.23*	0.845	*11.43*	0.851	0.7188			
1997	*4.30*	0.870	*9.84*	0.882	0.7669				*5.23*	0.845	*11.43*	0.851	0.7188			
1998	*4.30*	0.870	*9.84*	0.882	0.7669				*5.23*	0.845	*11.43*	0.851	0.7188			
1999	*4.30*	0.870	*9.84*	0.882	0.7669				*5.23*	0.845	*11.43*	0.851	0.7188			
2000	*4.30*	0.870	*9.84*	0.882	0.7669				*5.23*	0.845	*11.43*	0.851	0.7188			
2001	*4.30*	0.870	*9.84*	0.882	0.7669				*5.23*	0.845	*11.43*	0.851	0.7188			

Appendix Table 10: Components of the Risk Imposed by Povery at the End of Working Life

	Germany								Italy							
	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans
1980	*14.46*	0.593	*24.88*	0.592	0.3509				*17.52*	0.510	*17.96*	0.725	0.3695			
1981	14.46	0.593	24.88	0.592	0.3509				*17.52*	0.510	*17.96*	0.725	0.3695			
1982	*13.16*	0.628	*23.27*	0.623	0.3915				*17.52*	0.510	*17.96*	0.725	0.3695			
1983	*11.98*	0.661	*21.75*	0.652	0.4308				*17.52*	0.510	*17.96*	0.725	0.3695			
1984	10.90	0.690	20.34	0.679	0.4687				*17.52*	0.510	*17.96*	0.725	0.3695			
1985	*10.51*	0.701	*21.36*	0.660	0.4623				*17.52*	0.510	*17.96*	0.725	0.3695			
1986	*10.12*	0.711	*22.43*	0.639	0.4545				17.52	0.510	17.96	0.725	0.3695			
1987	*9.76*	0.721	*23.55*	0.618	0.4454				*17.18*	0.519	*18.00*	0.724	0.3757			
1988	*9.40*	0.731	*24.73*	0.595	0.4348				*16.86*	0.528	*18.04*	0.724	0.3817			
1989	9.06	0.740	25.96	0.571	0.4227				*16.54*	0.536	*18.08*	0.723	0.3877			
1990	*8.81*	0.747	*27.00*	0.551	0.4117				*16.22*	0.545	*18.12*	0.722	0.3934			
1991	*8.56*	0.754	*28.08*	0.530	0.3998				*15.91*	0.553	*18.16*	0.721	0.3991			
1992	*8.32*	0.760	*29.20*	0.509	0.3868				*15.61*	0.562	*18.20*	0.721	0.4046			
1993	*8.09*	0.767	*30.37*	0.486	0.3728				*15.31*	0.570	*18.24*	0.720	0.4100			
1994	7.87	0.773	31.58	0.463	0.3578				*15.02*	0.578	*18.28*	0.719	0.4152			
1995	*7.87*	0.773	*31.58*	0.463	0.3578				14.74	0.585	18.32	0.718	0.4204			
1996	*7.87*	0.773	*31.58*	0.463	0.3578				*14.74*	0.585	*18.32*	0.718	0.4204			
1997	*7.87*	0.773	*31.58*	0.463	0.3578				*14.74*	0.585	*18.32*	0.718	0.4204			
1998	*7.87*	0.773	*31.58*	0.463	0.3578				*14.74*	0.585	*18.32*	0.718	0.4204			
1999	*7.87*	0.773	*31.58*	0.463	0.3578				*14.74*	0.585	*18.32*	0.718	0.4204			
2000	*7.87*	0.773	*31.58*	0.463	0.3578				*14.74*	0.585	*18.32*	0.718	0.4204			
2001	*7.87*	0.773	*31.58*	0.463	0.3578				*14.74*	0.585	*18.32*	0.718	0.4204			

Appendix Table 10: Components of the Risk Imposed by Povery at the End of Working Life

	Japan						Netherlands							
	Elderly Poverty Rate	Elderly Poverty Gap	Elderly Poverty Intensity	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans
1980							*3.93*	0.880	*51.30*	0.083	0.0734			
1981							*3.93*	0.880	*51.30*	0.083	0.0734			
1982							*3.93*	0.880	*51.30*	0.083	0.0734			
1983							3.93	0.880	51.30	0.083	0.0734			
1984							*3.75*	0.885	*50.01*	0.108	0.0956			
1985							*3.58*	0.890	*48.76*	0.132	0.1176			
1986							*3.41*	0.894	*47.54*	0.156	0.1392			
1987							3.26	0.898	46.35	0.179	0.1604			
1988							*3.08*	0.903	*45.06*	0.203	0.1837			
1989							*2.91*	0.908	*43.81*	0.227	0.2066			
1990							*2.74*	0.912	*42.59*	0.251	0.2290			
1991							2.59	0.917	41.41	0.274	0.2509			
1992							*2.59*	0.917	*41.41*	0.274	0.2509			
1993							*2.59*	0.917	*41.41*	0.274	0.2509			
1994							*2.59*	0.917	*41.41*	0.274	0.2509			
1995							*2.59*	0.917	*41.41*	0.274	0.2509			
1996							*2.59*	0.917	*41.41*	0.274	0.2509			
1997							*2.59*	0.917	*41.41*	0.274	0.2509			
1998							*2.59*	0.917	*41.41*	0.274	0.2509			
1999							*2.59*	0.917	*41.41*	0.274	0.2509			
2000							*2.59*	0.917	*41.41*	0.274	0.2509			
2001							*2.59*	0.917	*41.41*	0.274	0.2509			

Appendix Table 10: Components of the Risk Imposed by Povery at the End of Working Life

	New Zealand						Norway							
	Elderly Poverty Rate	Elderly Poverty Gap	Elderly Poverty Intensity	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans
1980							*7.50*	0.783	*35.37*	0.390	0.3052			
1981							*8.80*	0.747	*28.88*	0.515	0.3848			
1982							*10.32*	0.706	*23.58*	0.617	0.4354			
1983							*12.11*	0.657	*19.25*	0.700	0.4601			
1984							*14.20*	0.600	*15.72*	0.768	0.4609			
1985							*16.66*	0.533	*12.83*	0.824	0.4390			
1986							19.55	0.454	10.48	0.869	0.3948			
1987							*17.73*	0.504	*9.93*	0.880	0.4432			
1988							*16.08*	0.549	*9.41*	0.890	0.4882			
1989							*14.58*	0.589	*8.92*	0.899	0.5301			
1990							*13.23*	0.626	*8.45*	0.908	0.5690			
1991							12.00	0.660	8.01	0.917	0.6050			
1992							*11.93*	0.662	*8.31*	0.911	0.6030			
1993							*11.86*	0.664	*8.62*	0.905	0.6007			
1994							*11.79*	0.666	*8.95*	0.899	0.5983			
1995							11.72	0.668	9.28	0.892	0.5957			
1996							*11.72*	0.668	*9.28*	0.892	0.5957			
1997							*11.72*	0.668	*9.28*	0.892	0.5957			
1998							*11.72*	0.668	*9.28*	0.892	0.5957			
1999							*11.72*	0.668	*9.28*	0.892	0.5957			
2000							*11.72*	0.668	*9.28*	0.892	0.5957			
2001							*11.72*	0.668	*9.28*	0.892	0.5957			

Appendix Table 10: Components of the Risk Imposed by Povery at the End of Working Life

	Sweden					Switzerland								
	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans	Elderly Poverty Rate	Elderly Poverty Gap	Elderly Poverty Intensity	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans
1980	*6.76*	0.803	*9.20*	0.894	0.7178									
1981	6.51	0.810	9.20	0.894	0.7238									
1982	*6.21*	0.818	*9.20*	0.894	0.7312									
1983	*5.92*	0.826	*9.20*	0.894	0.7383									
1984	*5.64*	0.833	*9.20*	0.894	0.7450									
1985	*5.38*	0.841	*9.20*	0.894	0.7515									
1986	*5.13*	0.848	*9.20*	0.894	0.7576									
1987	4.89	0.854	9.20	0.894	0.7634									
1988	*5.09*	0.848	*9.81*	0.882	0.7485									
1989	*5.30*	0.843	*10.46*	0.870	0.7328									
1990	*5.53*	0.837	*11.15*	0.856	0.7163									
1991	*5.76*	0.830	*11.89*	0.842	0.6991									
1992	6.00	0.824	12.68	0.827	0.6810									
1993	*6.00*	0.824	*12.68*	0.827	0.6810									
1994	*6.00*	0.824	*12.68*	0.827	0.6810									
1995	*6.00*	0.824	*12.68*	0.827	0.6810									
1996	*6.00*	0.824	*12.68*	0.827	0.6810									
1997	*6.00*	0.824	*12.68*	0.827	0.6810									
1998	*6.00*	0.824	*12.68*	0.827	0.6810									
1999	*6.00*	0.824	*12.68*	0.827	0.6810									
2000	*6.00*	0.824	*12.68*	0.827	0.6810									
2001	*6.00*	0.824	*12.68*	0.827	0.6810									

Appendix Table 10: Components of the Risk Imposed by Povery at the End of Working Life

	United Kingdom								United States							
	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans	Elderly Poverty Rate	A Scaled Elderly Poverty Rate	Elderly Poverty Gap	B Scaled Elderly Poverty Gap	Index of security from poverty in old age A*B	Social Security Replace-ment Rate	Pension Coverage Rate	Defined Benefit Plans as a propor-tion of all plans
1980	*15.10*	0.576	*11.42*	0.851	0.4898				*30.03*	0.168	*29.55*	0.502	0.0844			
1981	*12.70*	0.641	*11.46*	0.850	0.5450				*29.60*	0.180	*29.30*	0.507	0.0912			
1982	*10.68*	0.696	*11.50*	0.849	0.5912				*29.18*	0.192	*29.06*	0.511	0.0979			
1983	*8.98*	0.742	*11.54*	0.849	0.6300				*28.76*	0.203	*28.82*	0.516	0.1047			
1984	*7.56*	0.781	*11.59*	0.848	0.6624				*28.34*	0.214	*28.58*	0.521	0.1116			
1985	*6.36*	0.814	*11.63*	0.847	0.6895				*27.93*	0.225	*28.34*	0.525	0.1184			
1986	5.35	0.842	11.67	0.846	0.7122				27.53	0.236	28.11	0.530	0.1252			
1987	*6.90*	0.799	*11.67*	0.846	0.6764				*26.76*	0.258	*27.76*	0.537	0.1382			
1988	*8.90*	0.745	*11.67*	0.846	0.6302				*26.00*	0.278	*27.41*	0.543	0.1511			
1989	*11.48*	0.674	*11.67*	0.846	0.5706				*25.27*	0.298	*27.07*	0.550	0.1639			
1990	*14.81*	0.583	*11.67*	0.846	0.4938				*24.55*	0.318	*26.74*	0.556	0.1766			
1991	19.10	0.466	*11.67*	0.846	0.3946				23.86	0.337	26.40	0.563	0.1893			
1992	*17.28*	0.516	*11.67*	0.846	0.4366				*23.26*	0.353	*26.06*	0.569	0.2009			
1993	*15.64*	0.561	*11.67*	0.846	0.4746				*22.67*	0.369	*25.72*	0.576	0.2124			
1994	*14.15*	0.601	*11.67*	0.846	0.5090				22.10	0.384	25.38	0.582	0.2238			
1995	12.80	0.638	*11.67*	0.846	0.5401				*22.86*	0.364	*26.32*	0.564	0.2053			
1996	*12.80*	0.638	*11.67*	0.846	0.5401				*23.63*	0.343	*27.29*	0.545	0.1869			
1997	*12.80*	0.638	*11.67*	0.846	0.5401				24.44	0.321	28.30	0.526	0.1687			
1998	*12.80*	0.638	*11.67*	0.846	0.5401				*24.44*	0.321	*28.30*	0.526	0.1687			
1999	*12.80*	0.638	*11.67*	0.846	0.5401				*24.44*	0.321	*28.30*	0.526	0.1687			
2000	*12.80*	0.638	*11.67*	0.846	0.5401				*24.44*	0.321	*28.30*	0.526	0.1687			
2001	*12.80*	0.638	*11.67*	0.846	0.5401				*24.44*	0.321	*28.30*	0.526	0.1687			

Chart 1: The Labour Market Income Component of the Index of Labour Market Well Being in G7 Countries, 1980-2001

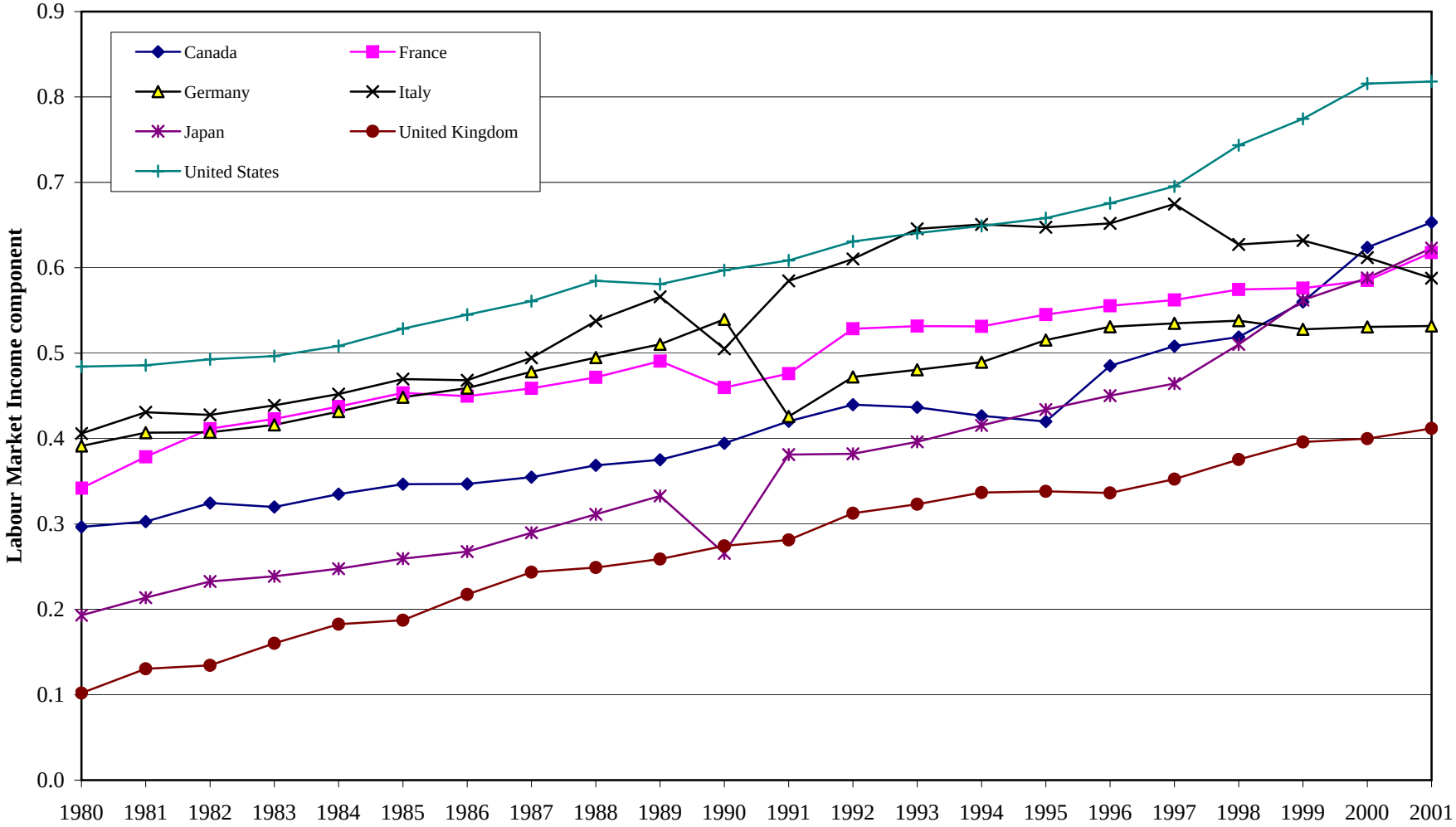

Chart 2: The Labour Market Income Component of the Index of Labour Market Well Being in Non-G7 Countries, 1980-2001

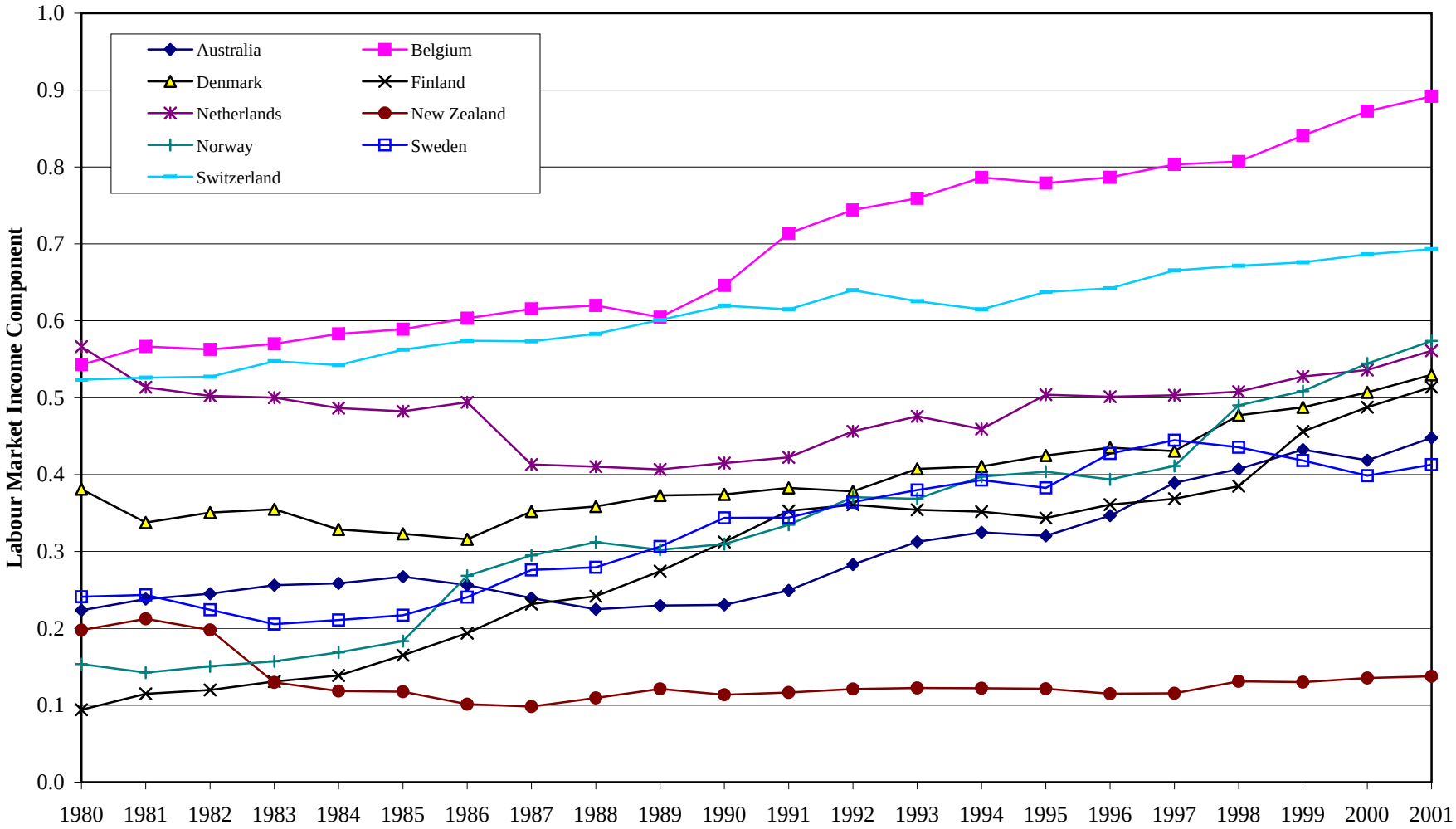

Chart 3: The Human Capital Component of the Index of Labour Market Well Being in G7 Countries, 1980-2001

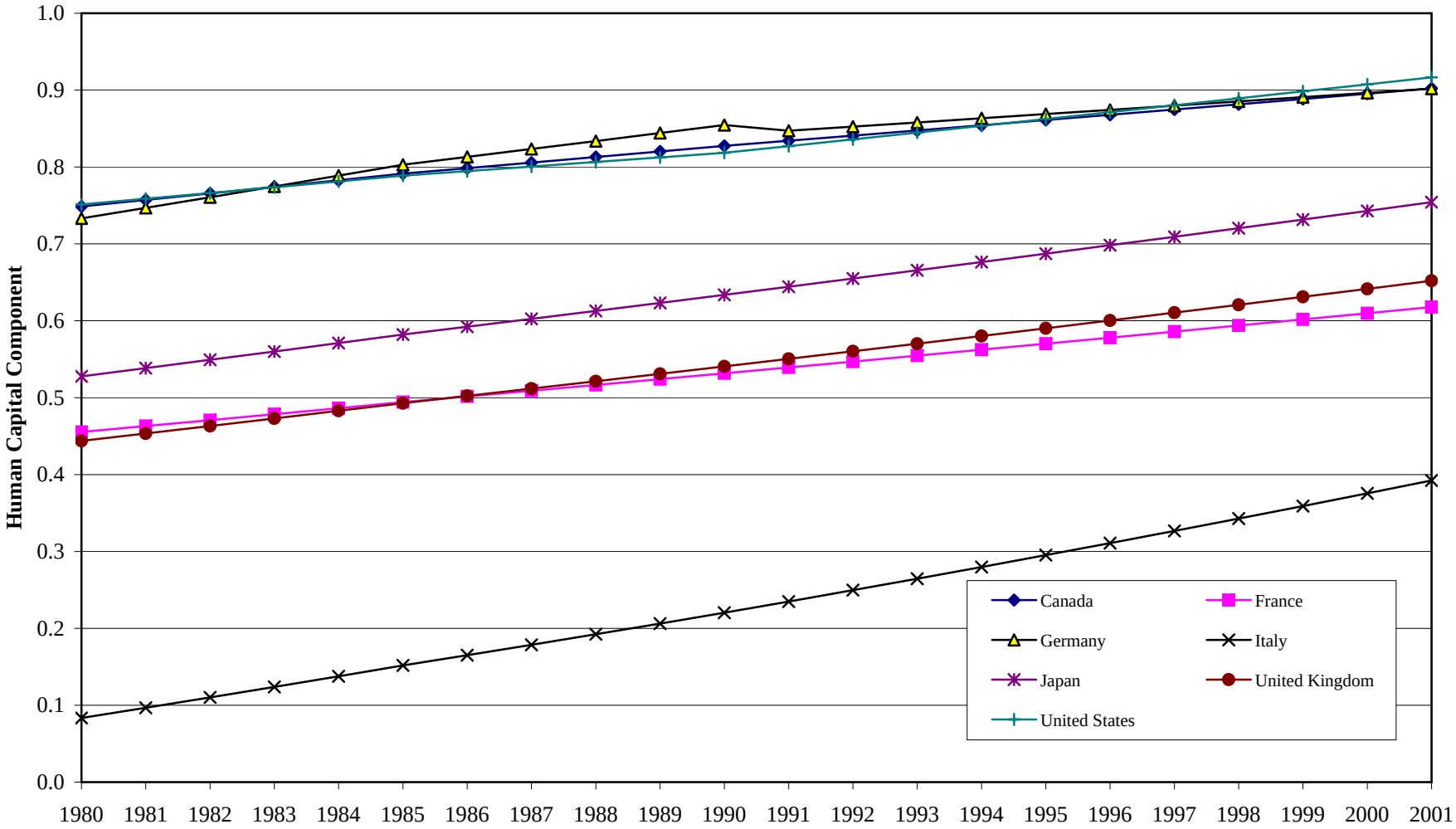

Chart 4: The Human Capital Component of the Index of Labour Market Well Being in Non-G7 Countries, 1980-2001

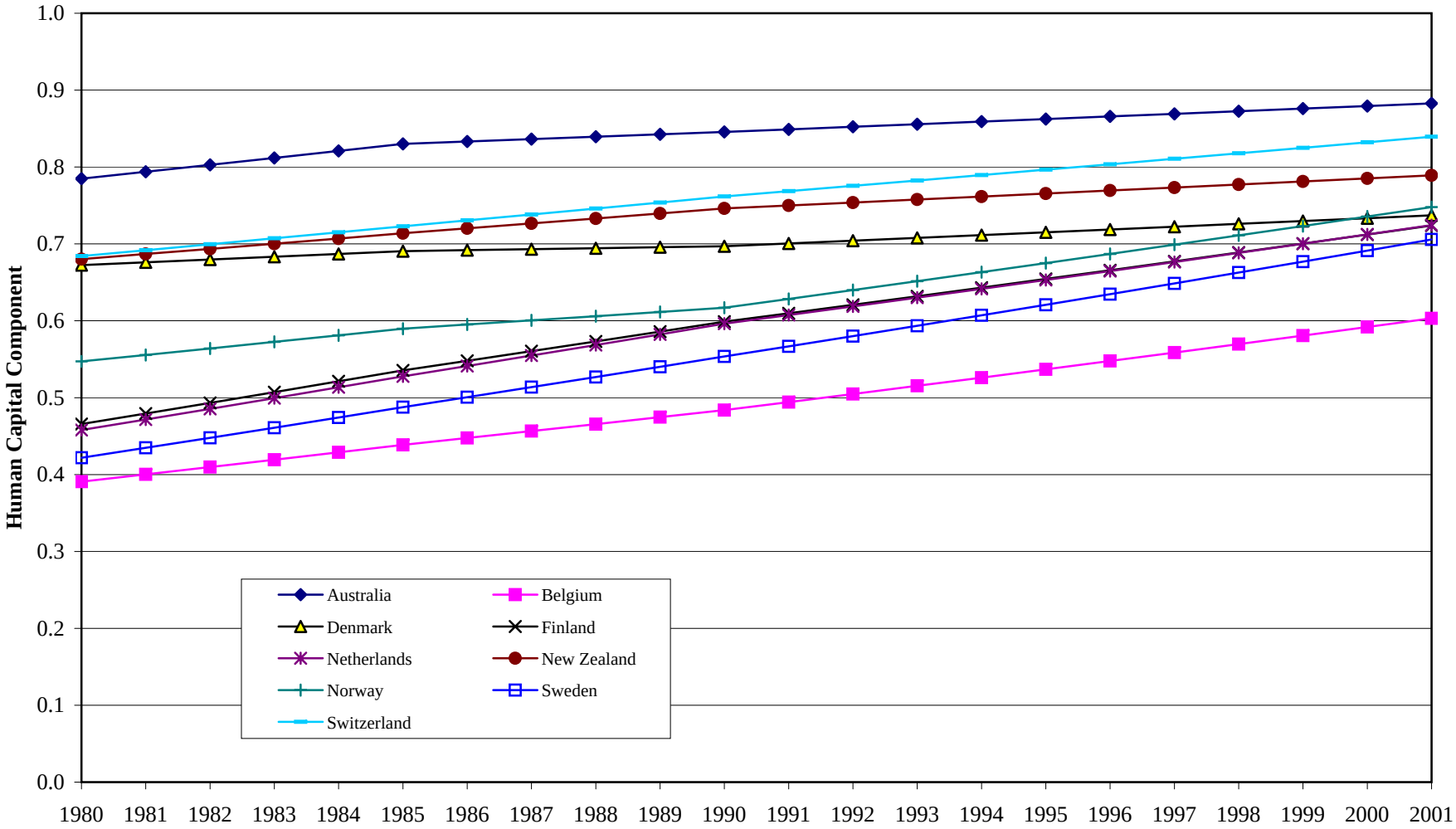

Chart 5: The Labour Market Equality Component of the Index of Labour Market Well Being in G7 Countries, 1980-2001

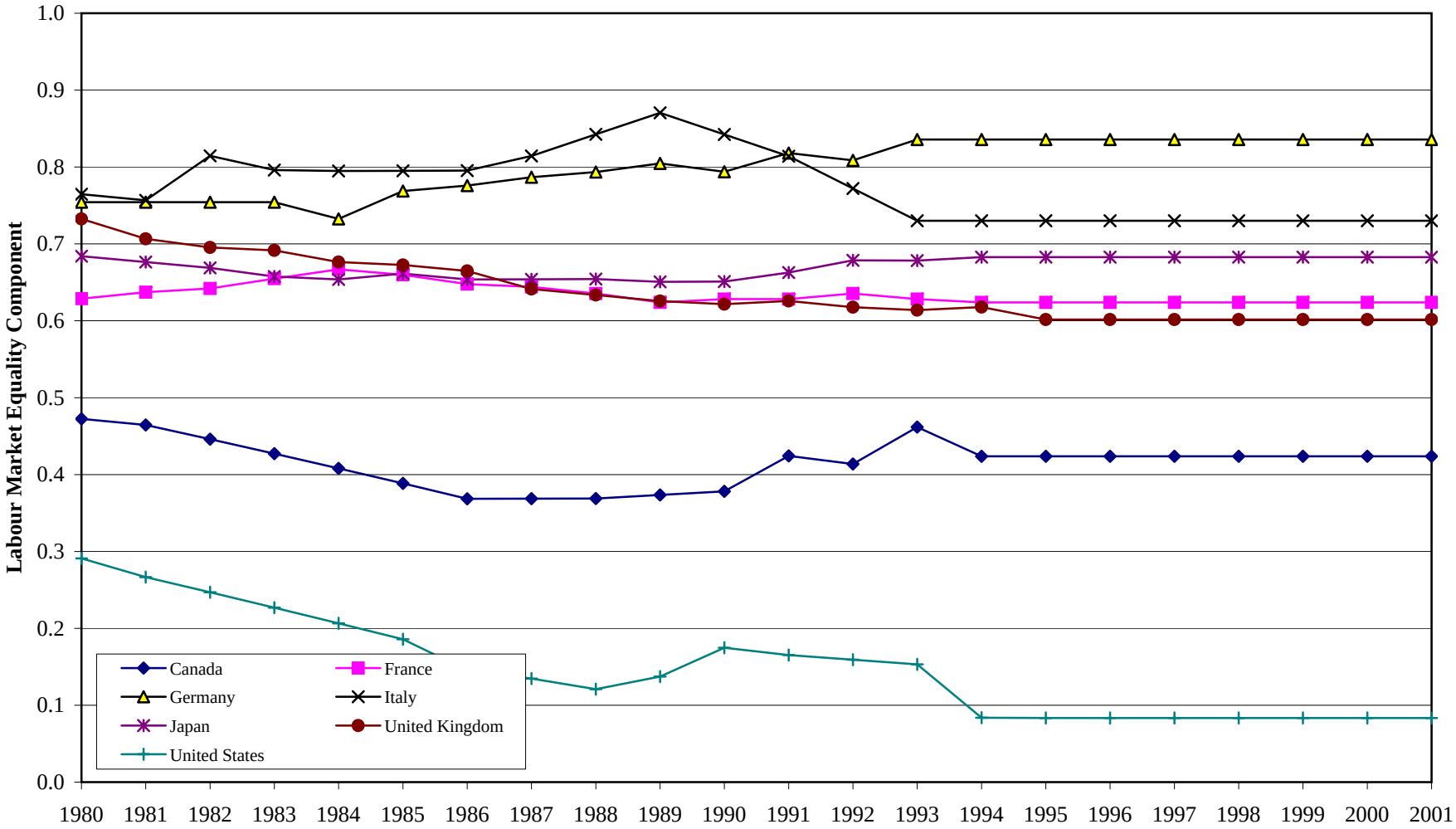

Chart 6: The Labour Market Equality Component of the Index of Labour Market Well Being in Non-G7 Countries, 1980-2001

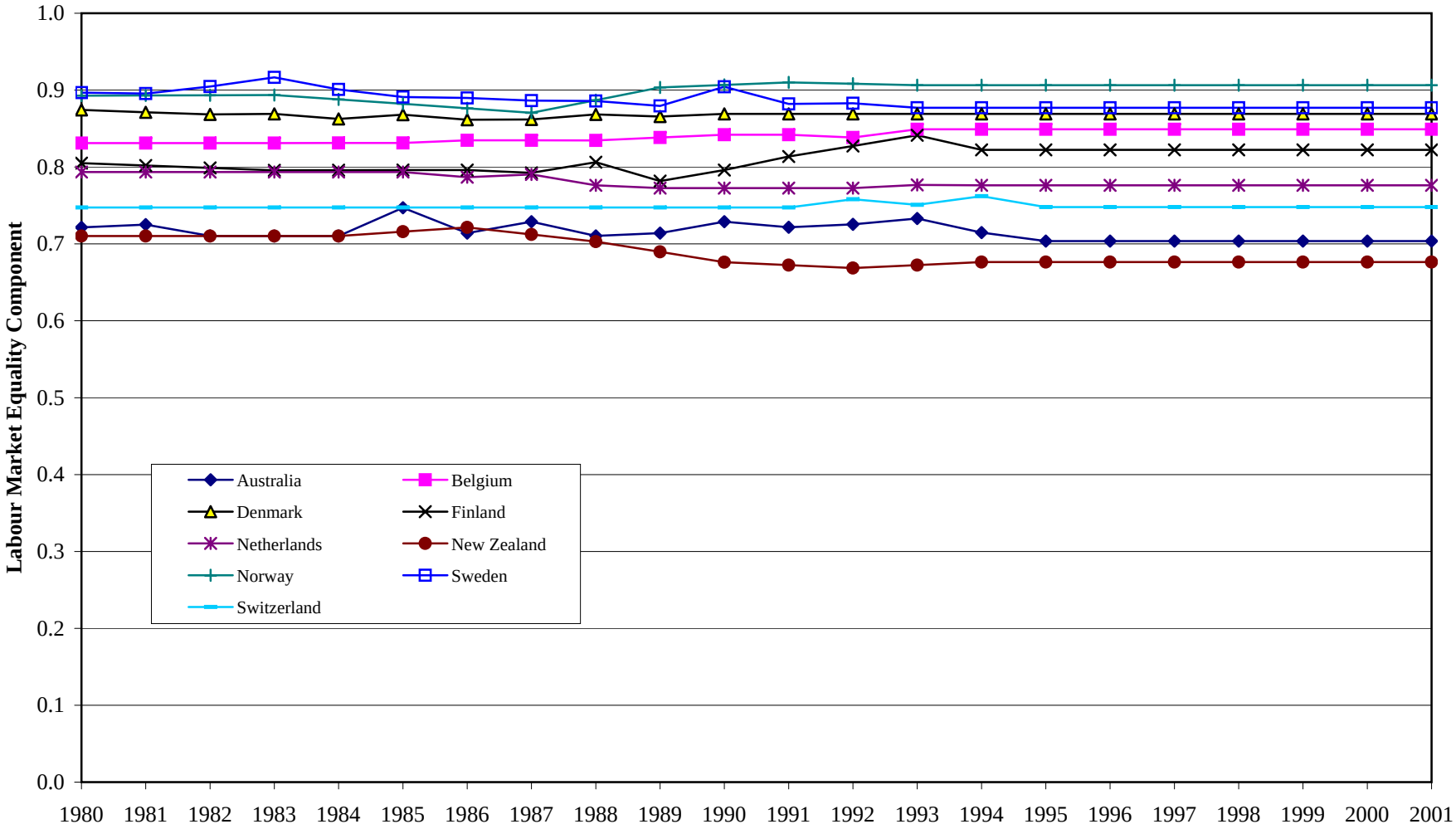

Chart 7: The Labour Market Security Component of the Index of Labour Market Well Being in G7 Countries, 1980-2001

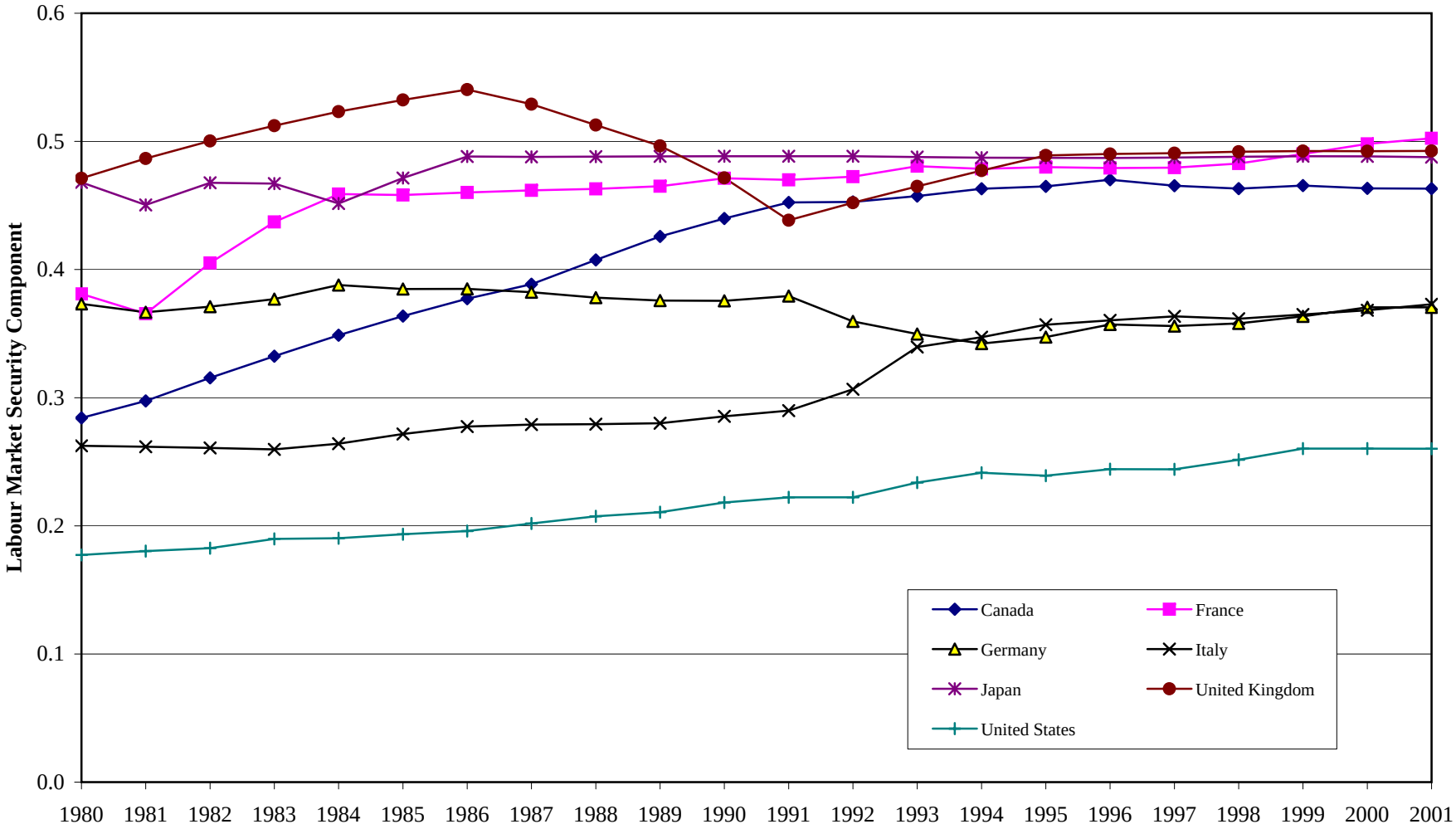

Chart 8: The Labour Market Security Component of the Index of Labour Market Well Being in Non-G7 Countries, 1980-2001

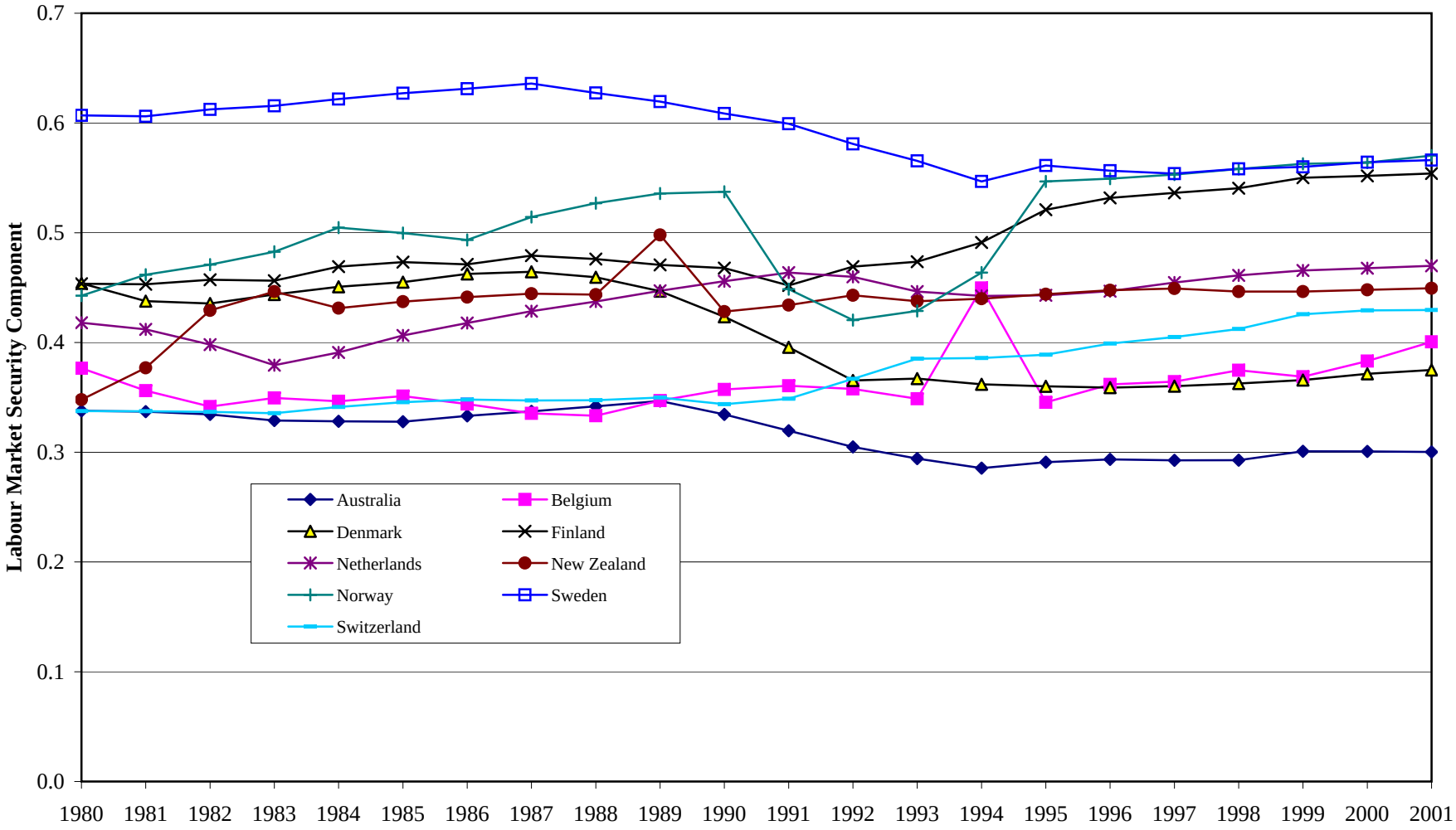

Chart 9: Index of Labour Market Well Being in G7 Countries, 1980-2001

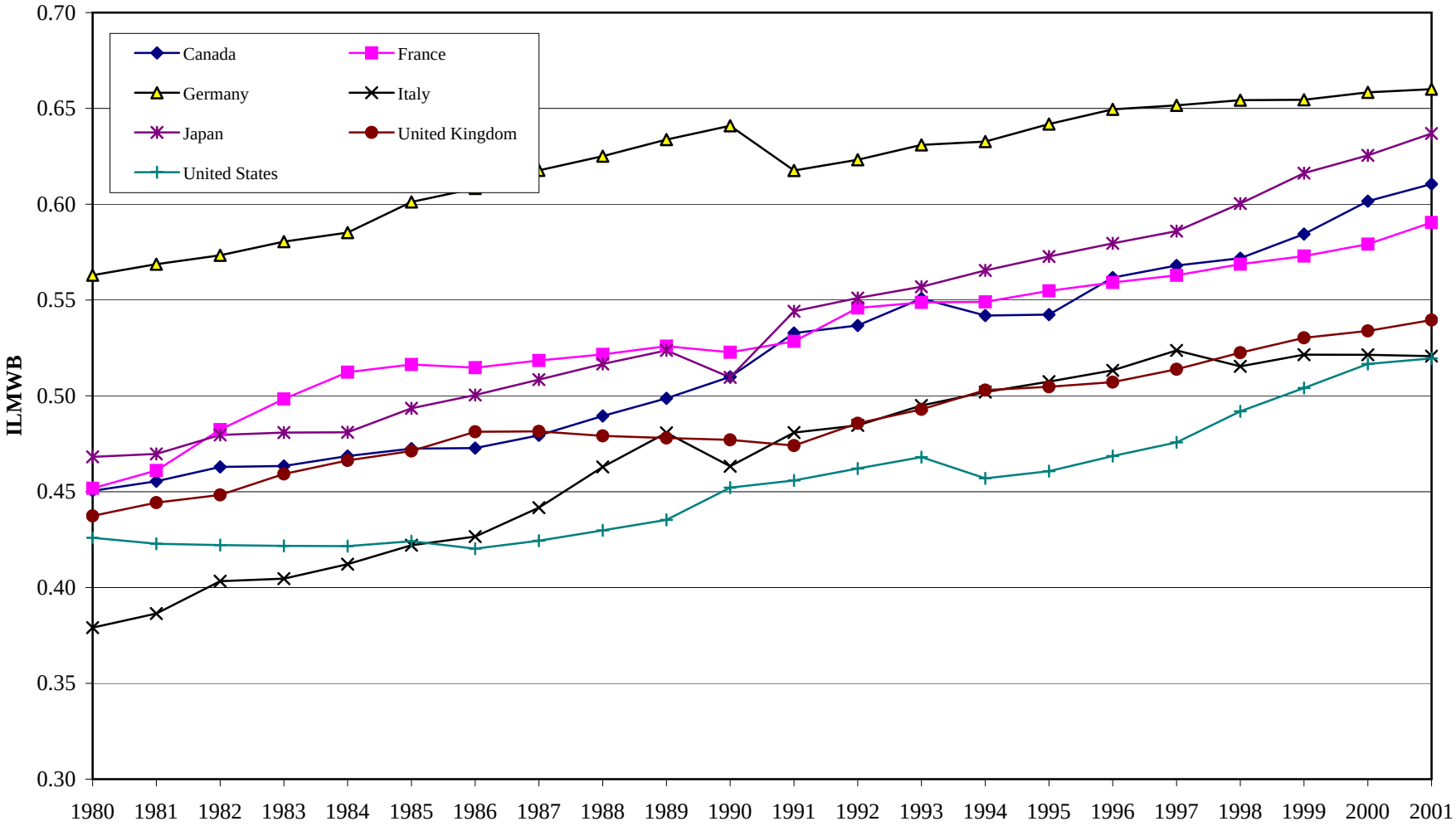

Chart 10: Index of Labour Market Well Being in Non-G7 Countries, 1980-2001

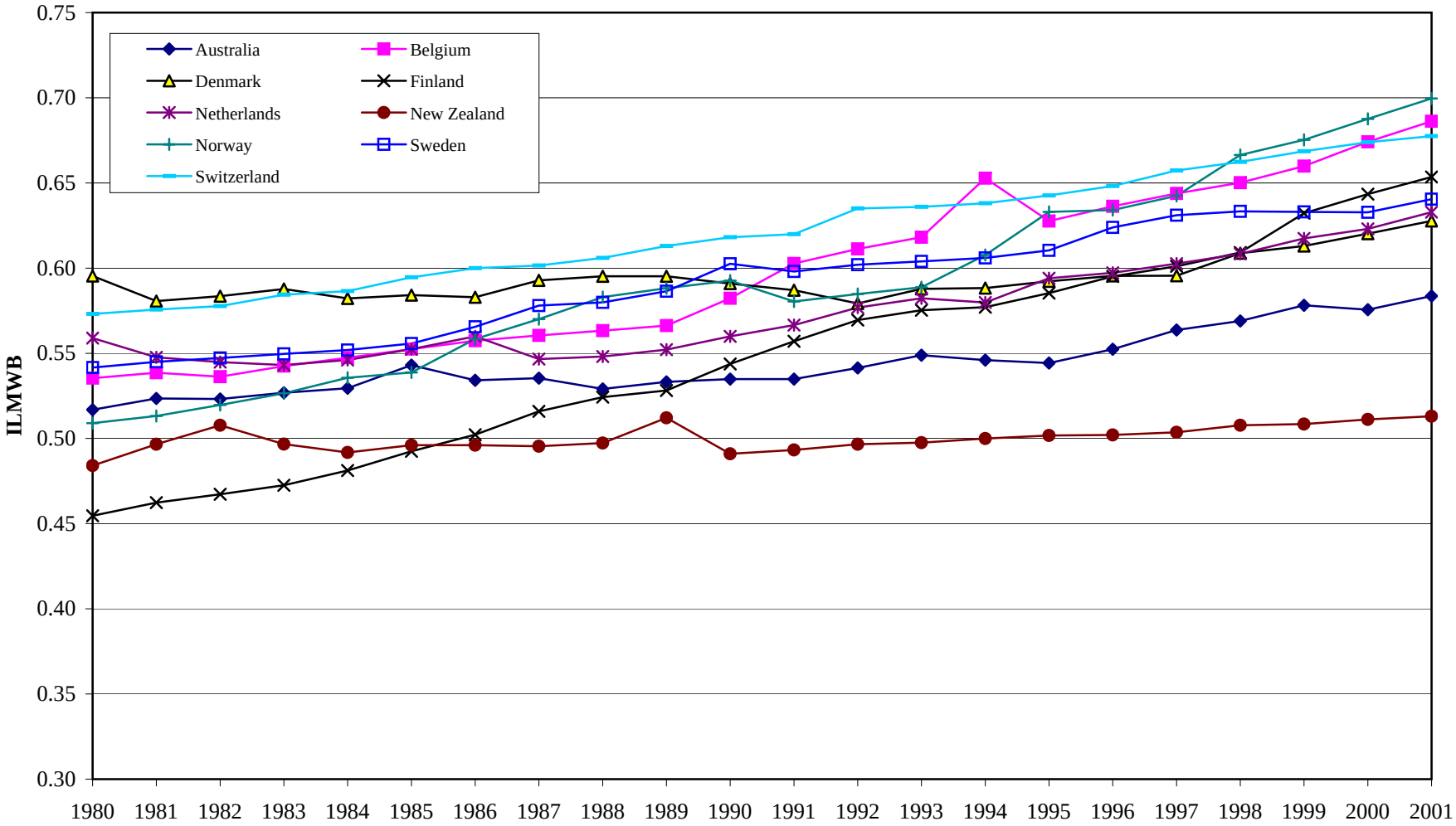

Chart 11: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Australia, 1980-2001

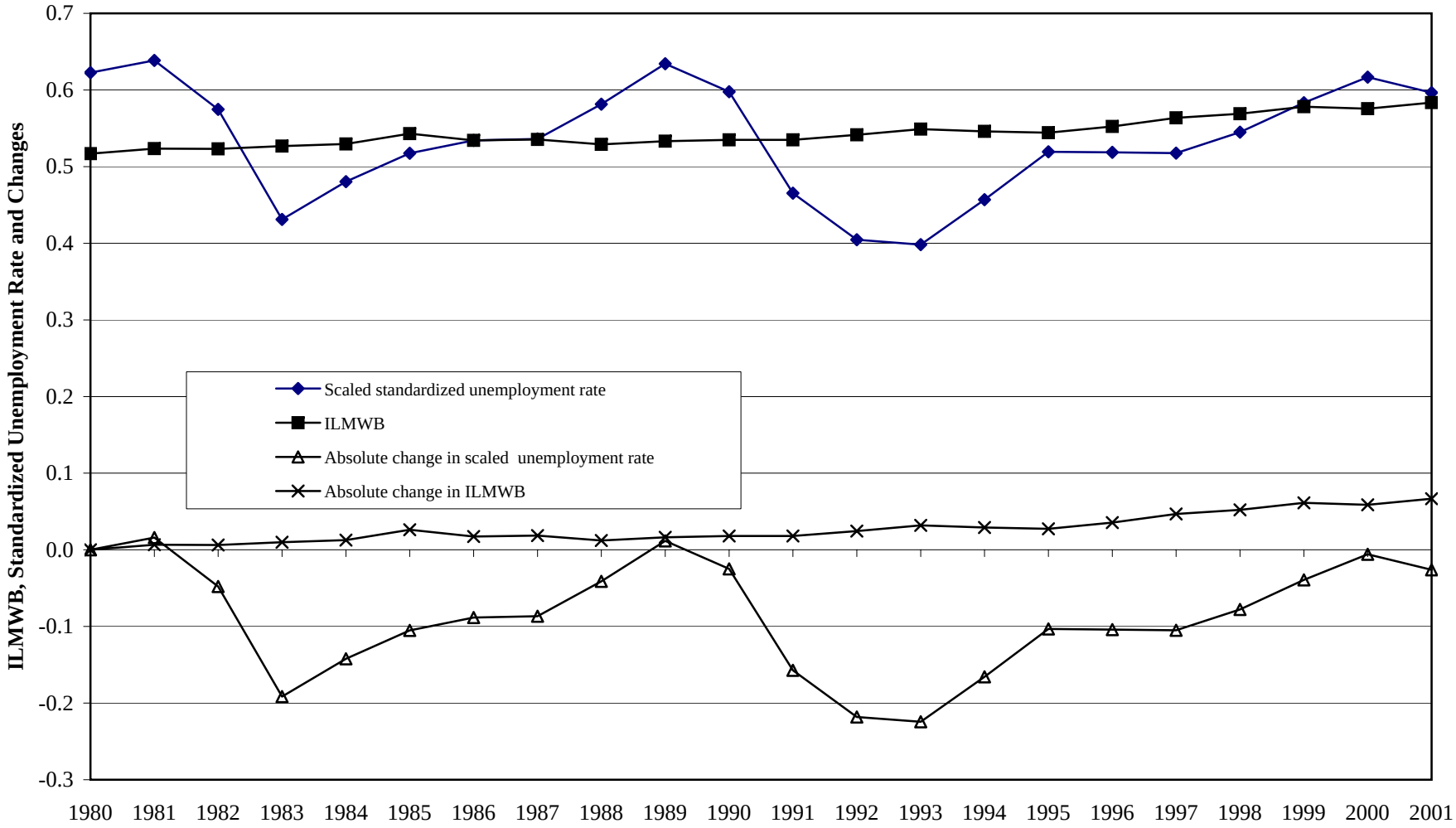

Chart 12: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Belgium, 1980-2001

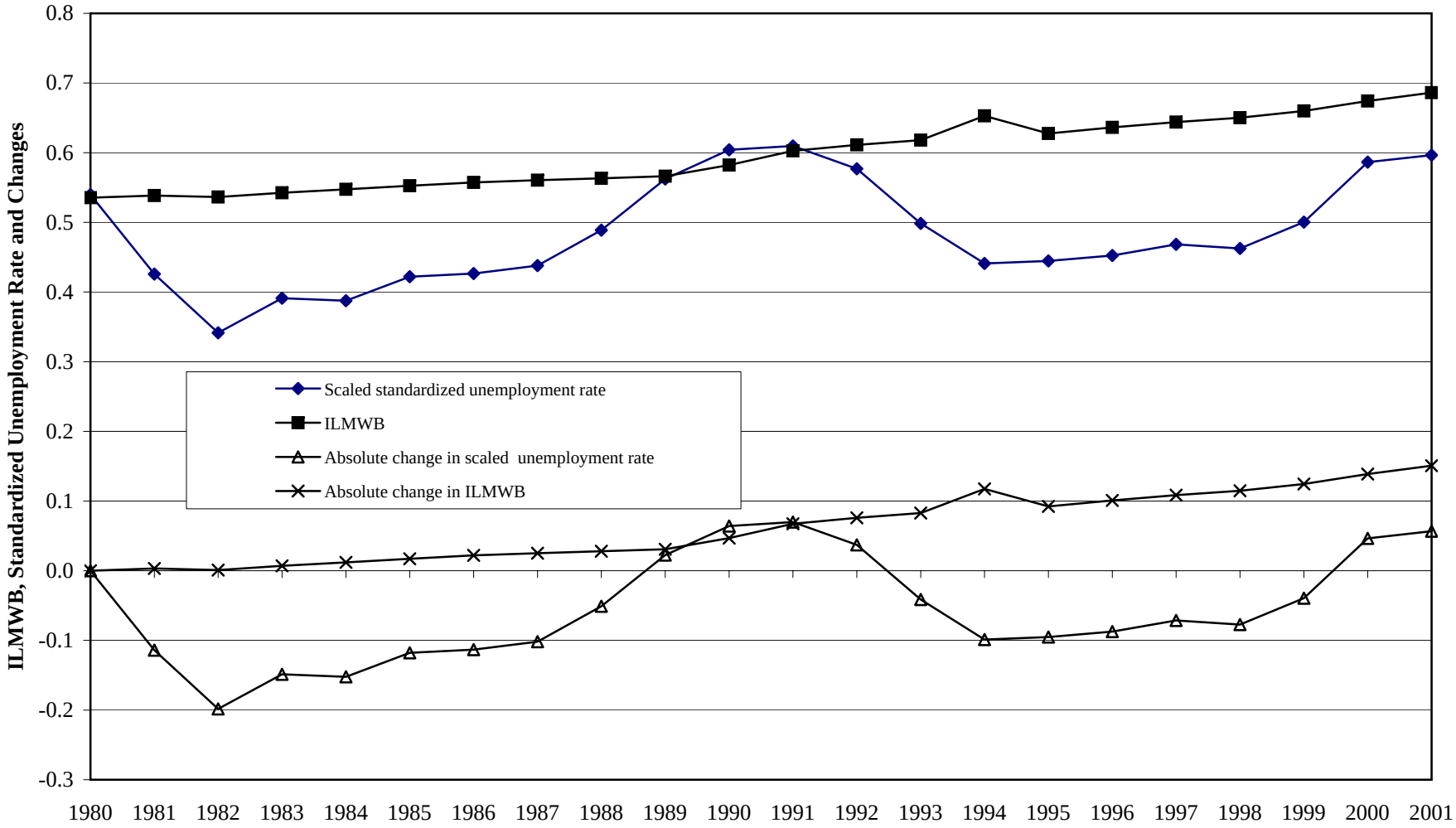

Chart 13: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Canada, 1980-2001

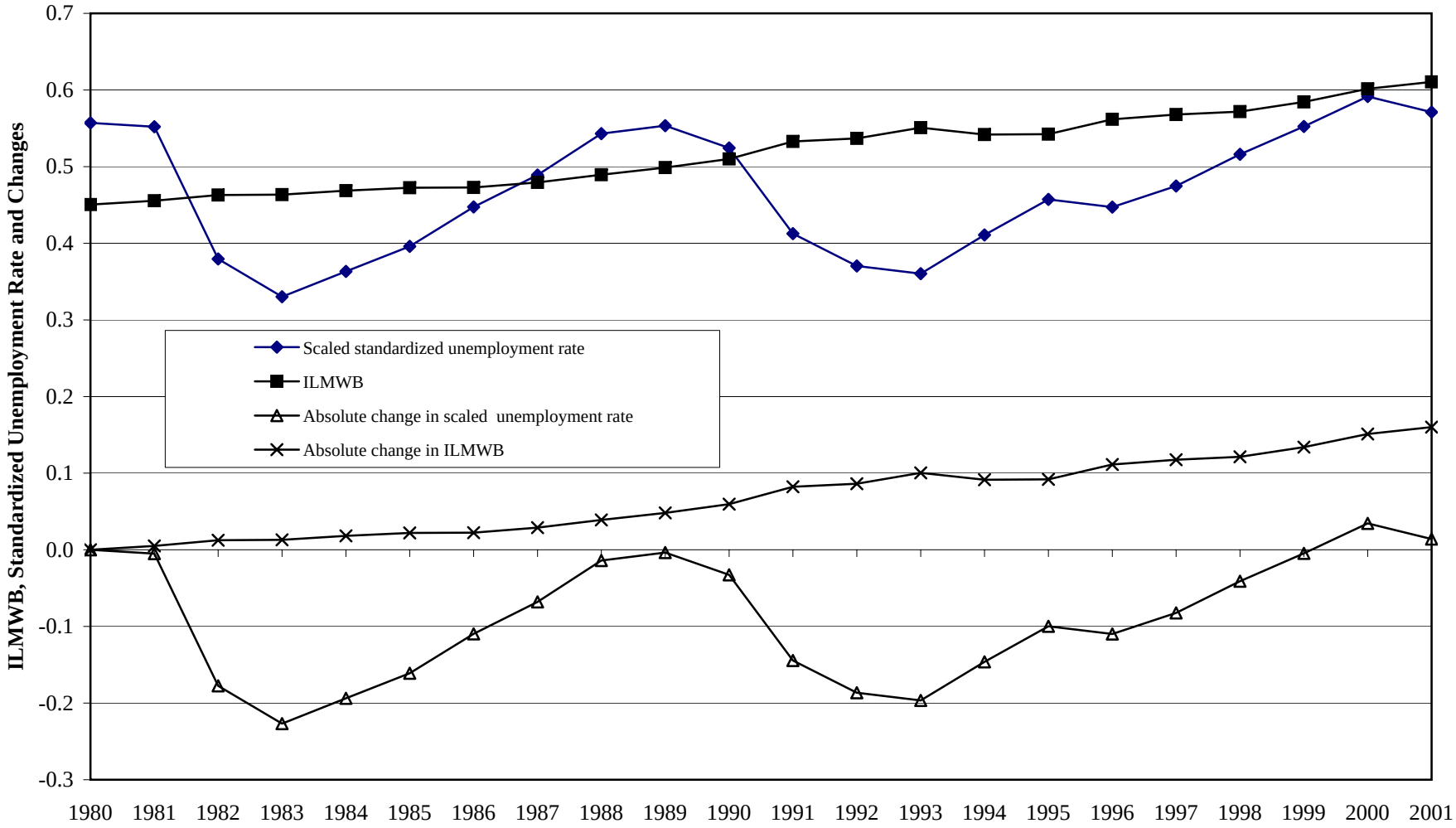

Chart 14: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Denmark, 1980-2001

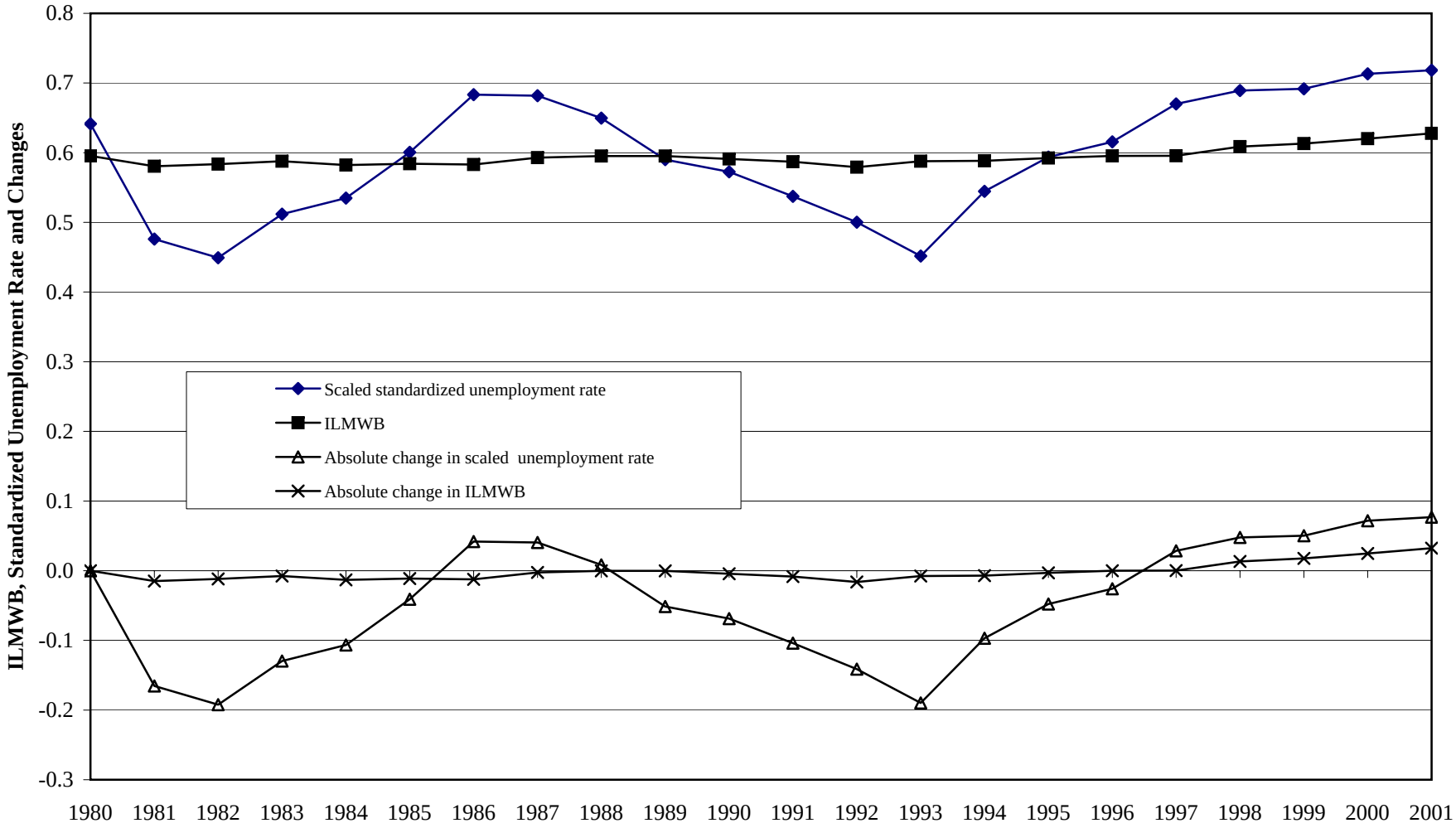

Chart 15: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Finland, 1980-2001

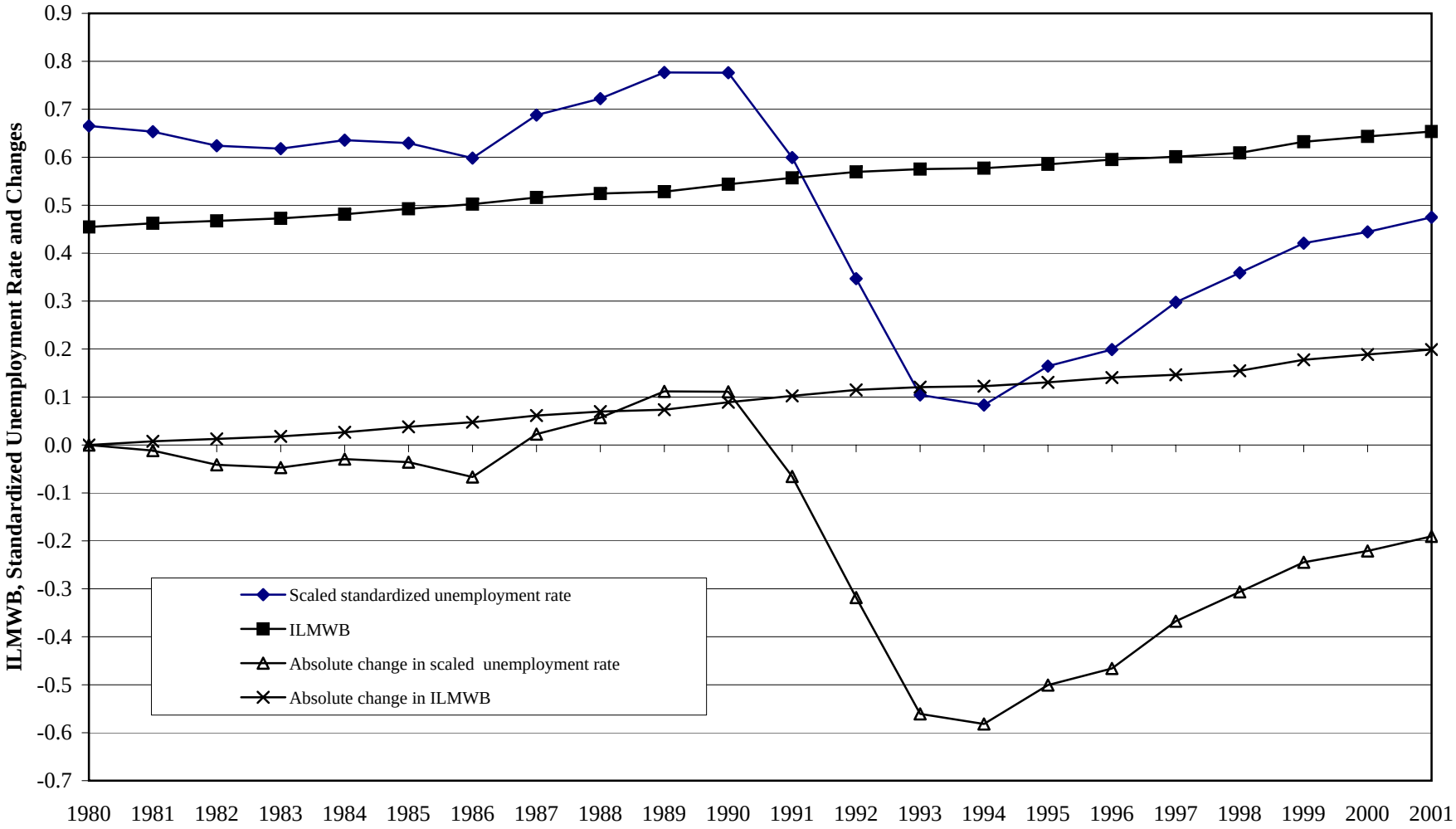

Chart 16: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, France, 1980-2001

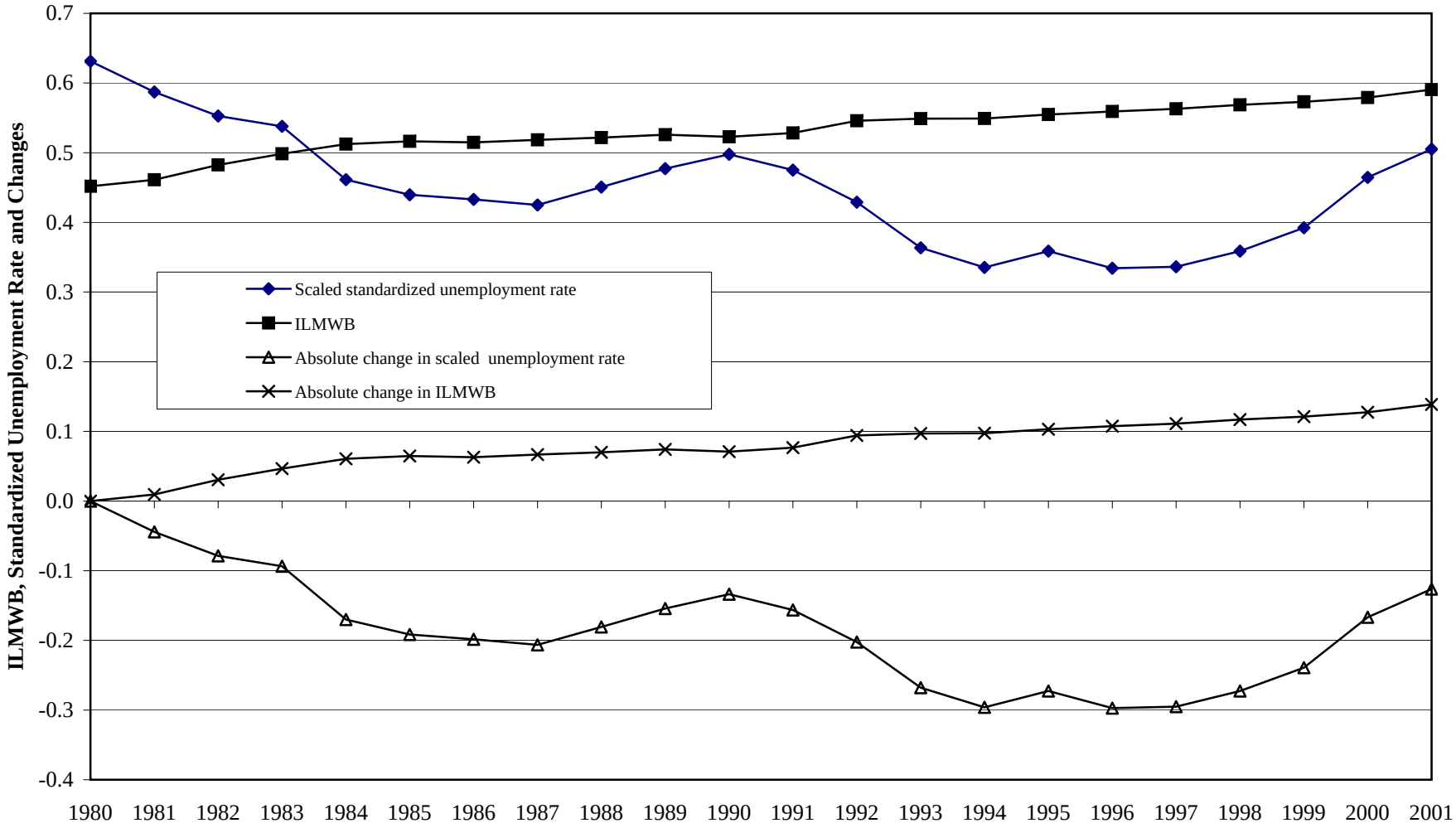

Chart 17: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Germany, 1980-2001

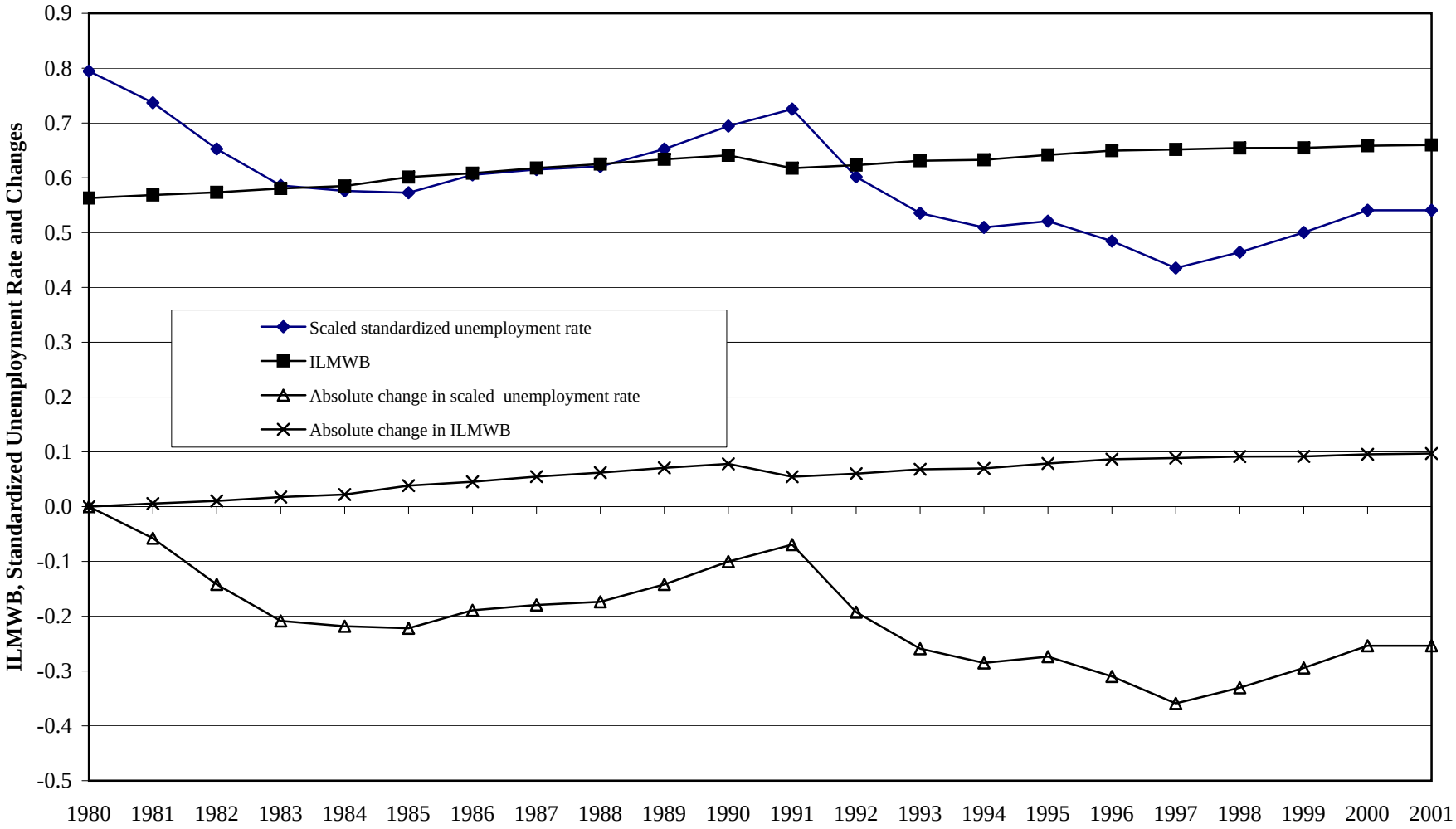

Chart 18: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Italy, 1980-2001

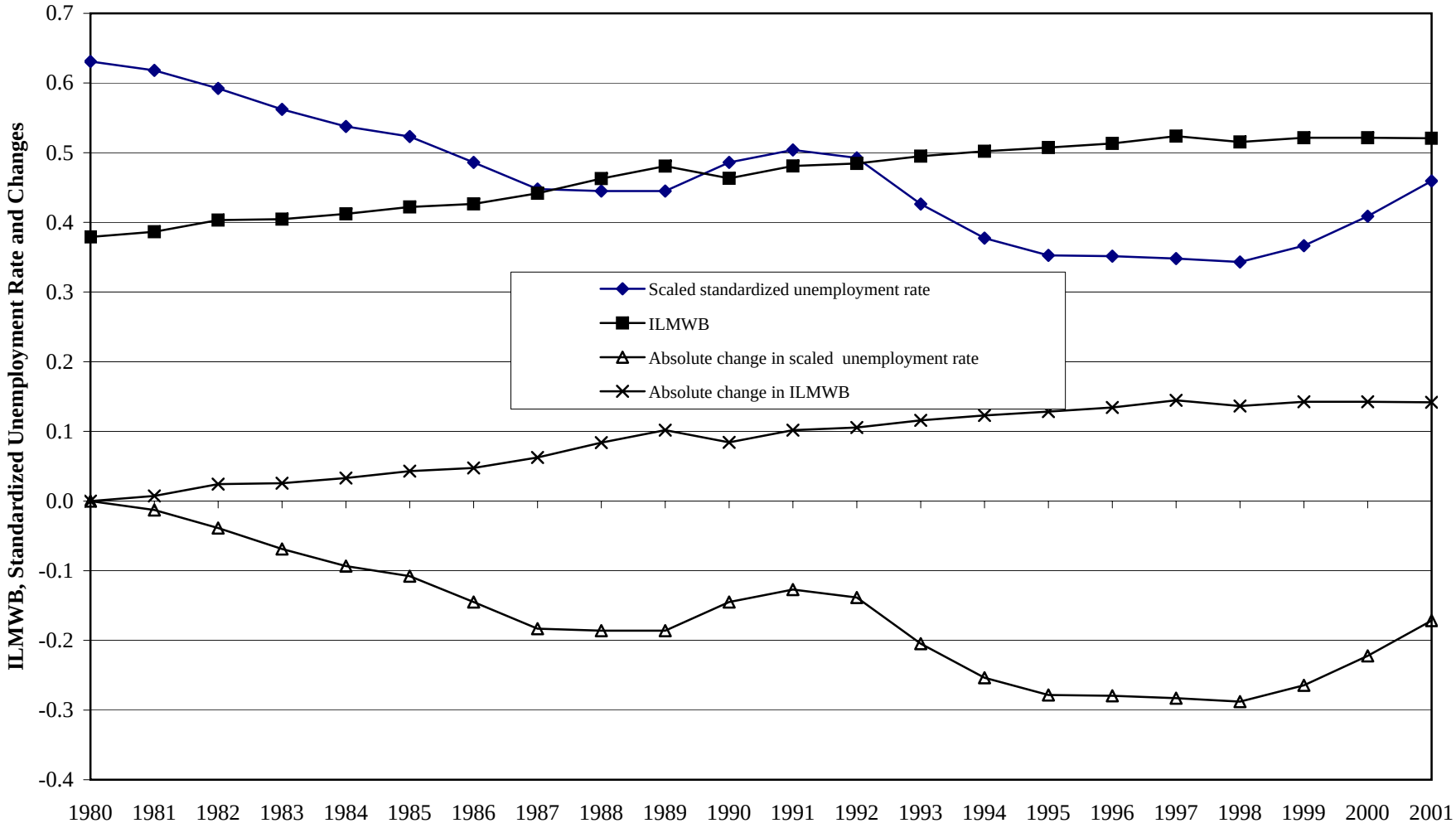

Chart 19: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Japan, 1980-2001

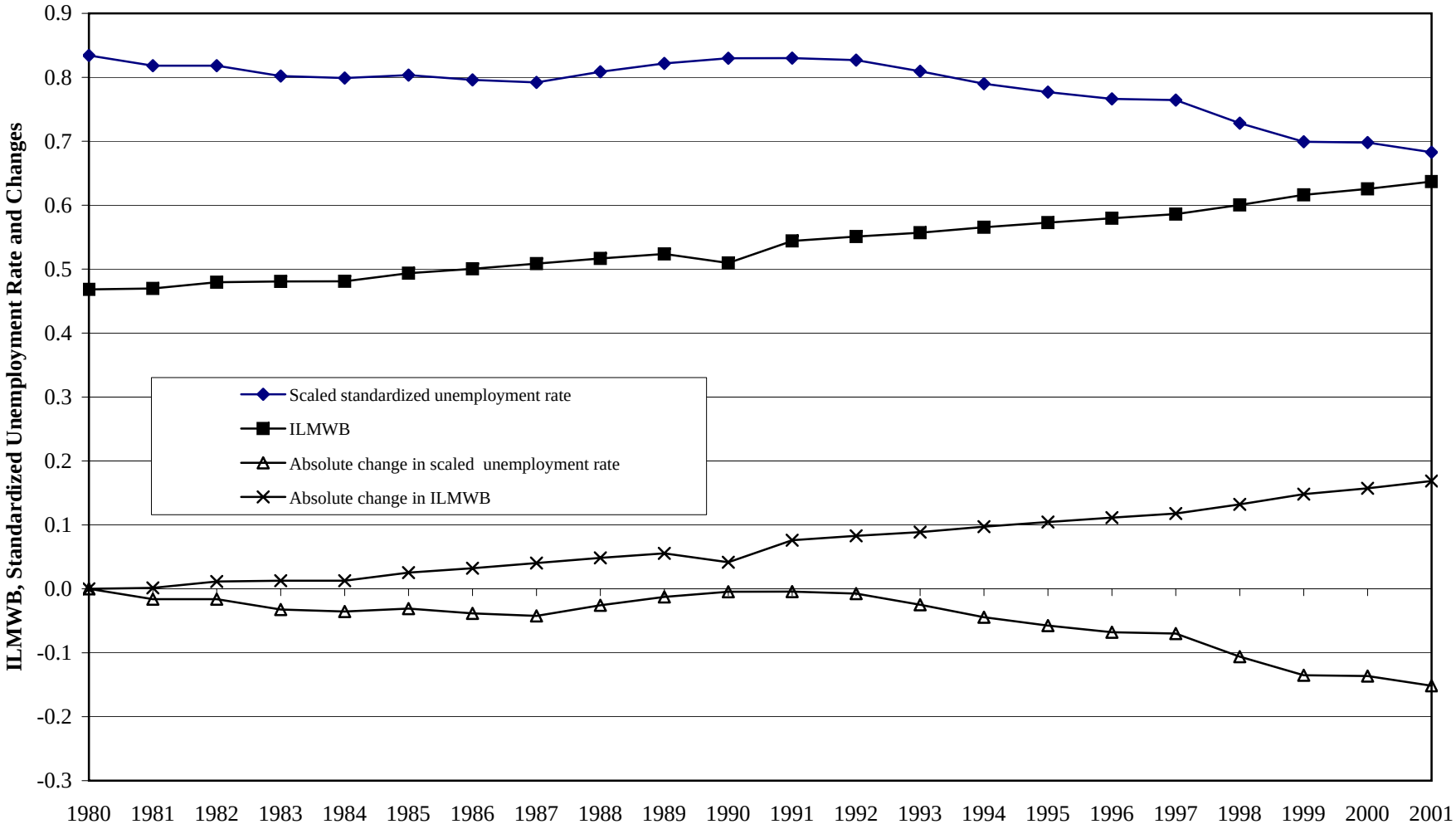

Chart 20: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Netherlands, 1980-2001

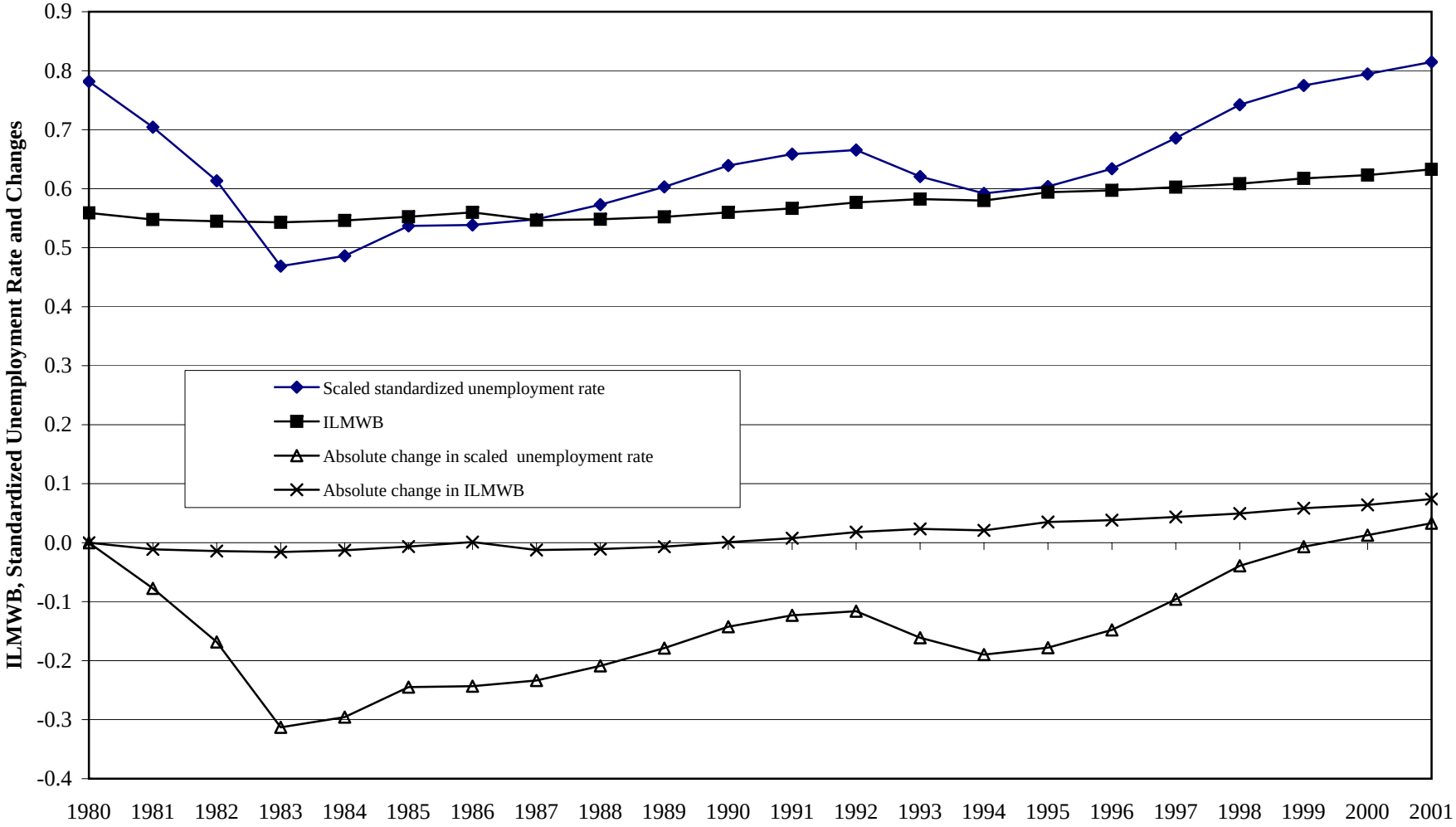

Chart 21: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, New Zealand, 1980-2001

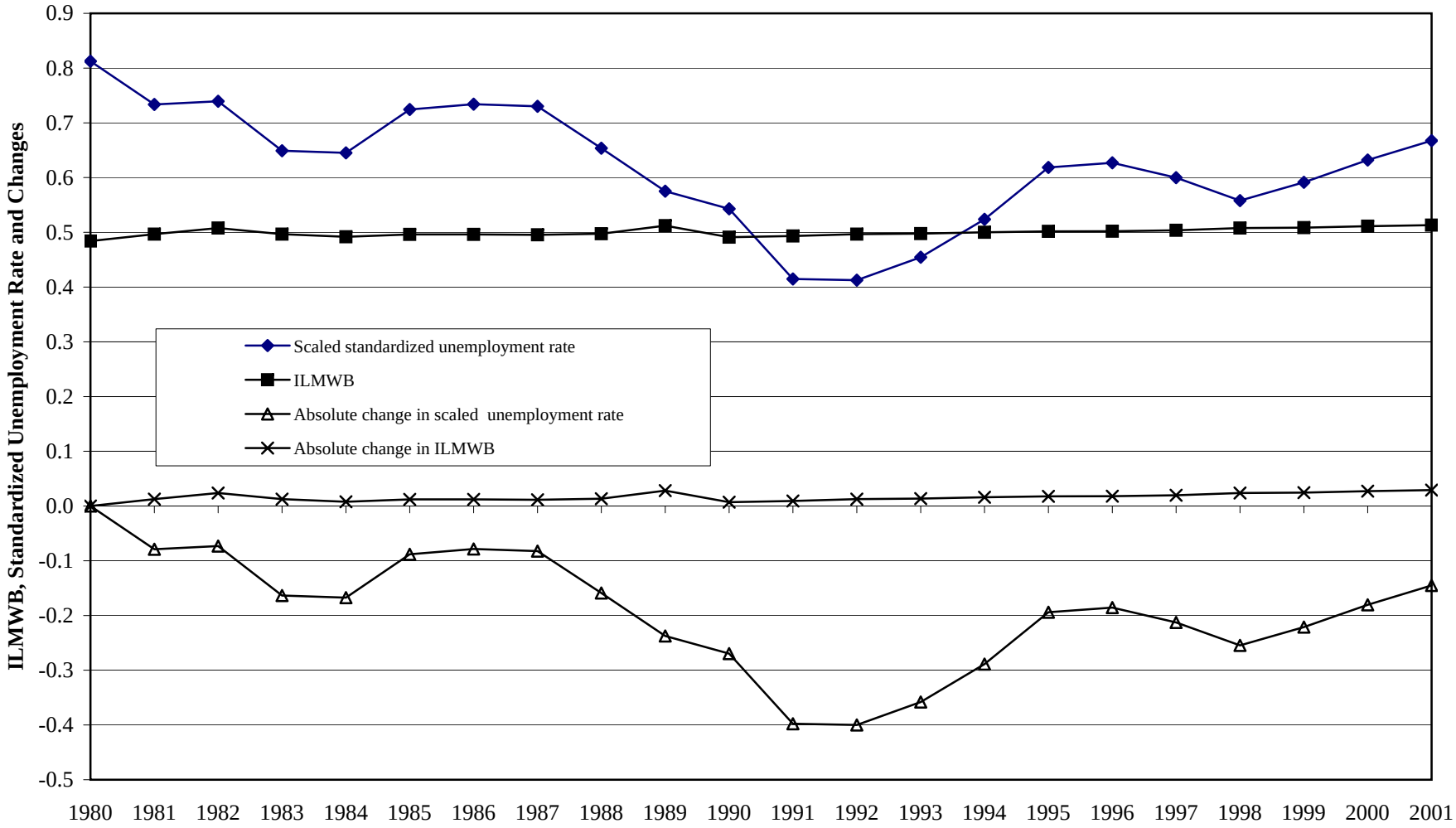

Chart 22: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Norway, 1980-2001

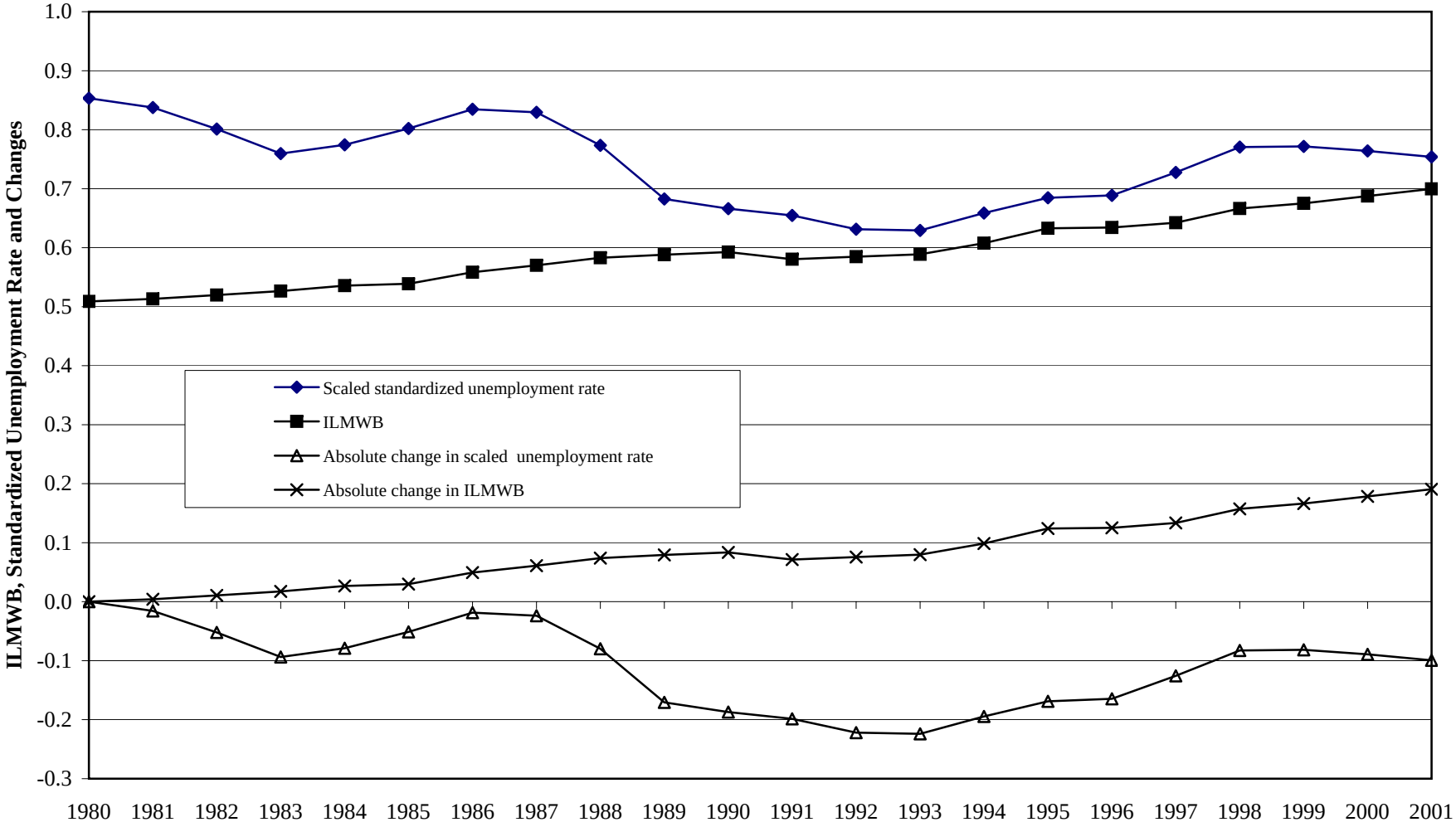

Chart 23: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Sweden, 1980-2001

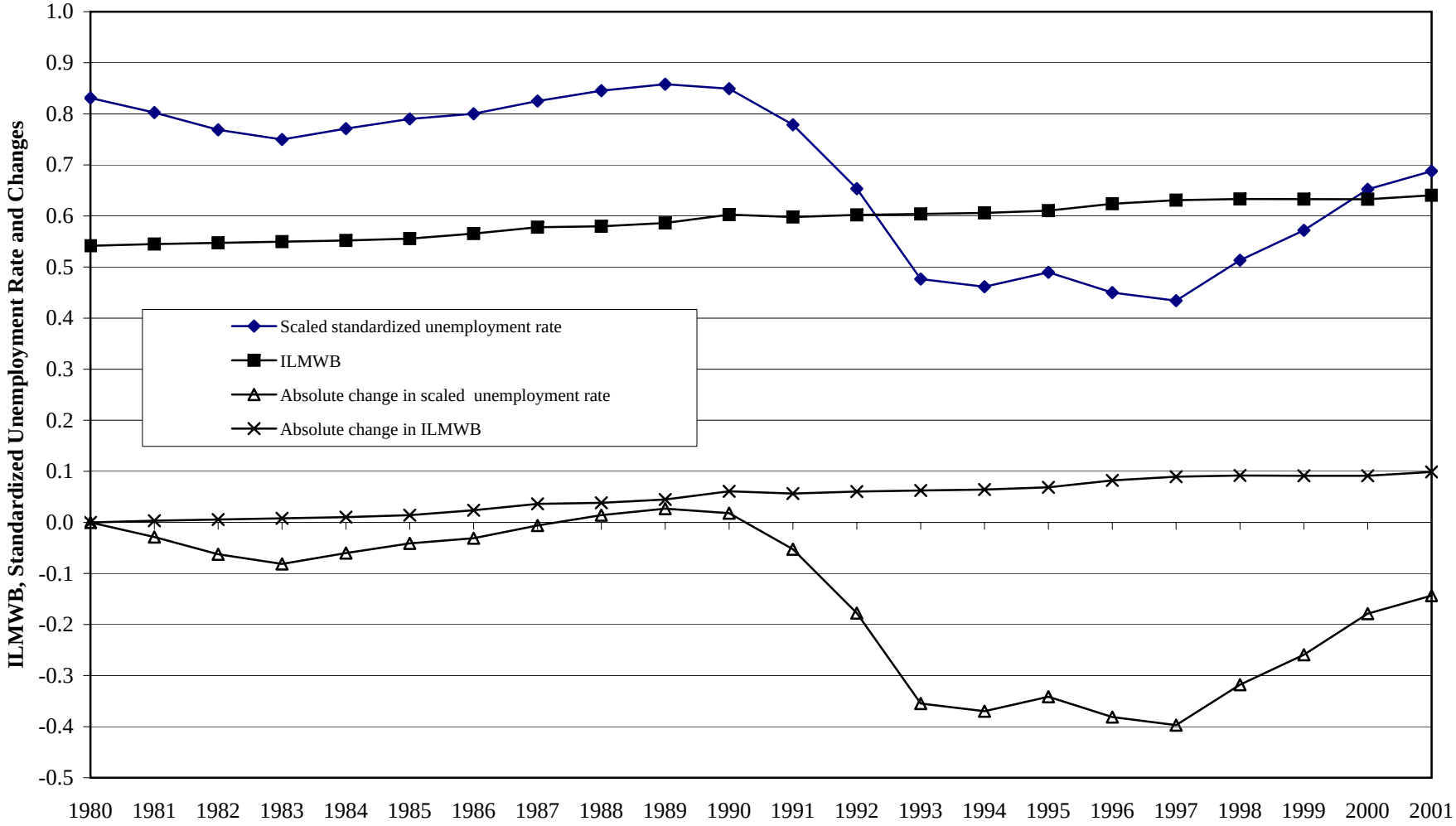

Chart 24: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, Switzerland, 1980-2001

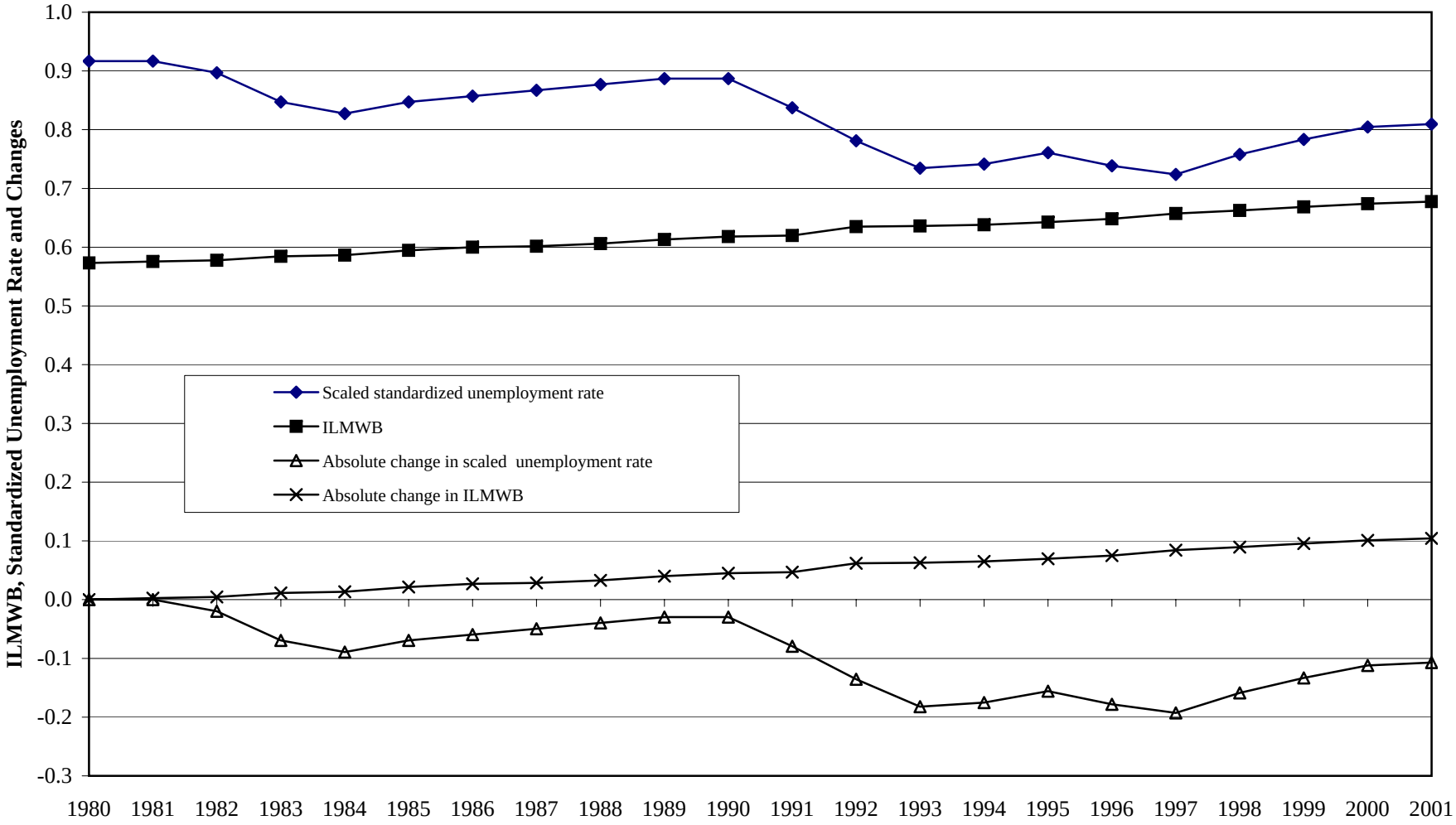

Chart 25: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, United Kingdom, 1980-2001

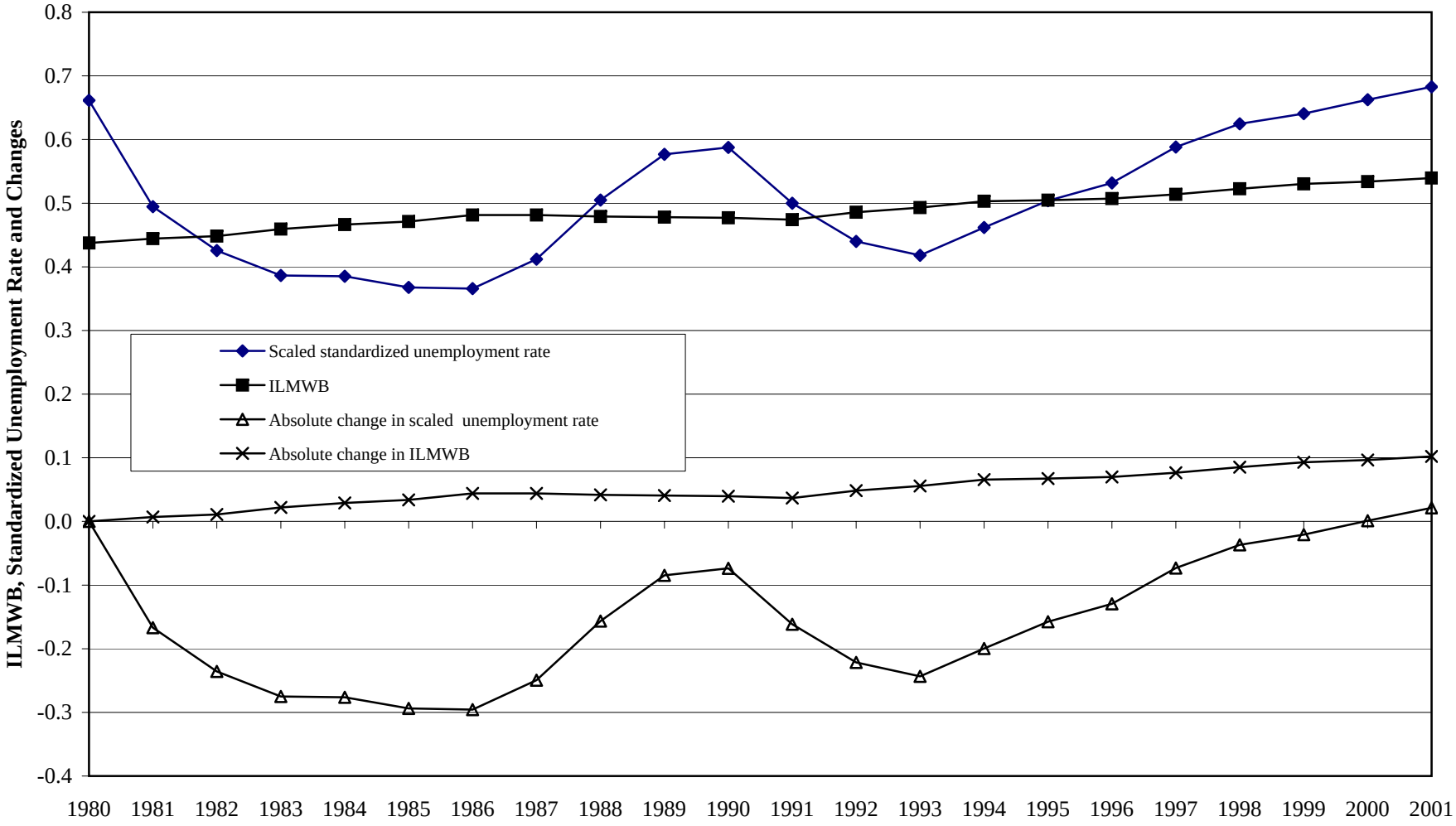

Chart 26: Trends and Changes in the Index of Labour Market Well Being and the Unemployment Rate, United States, 1980-2001

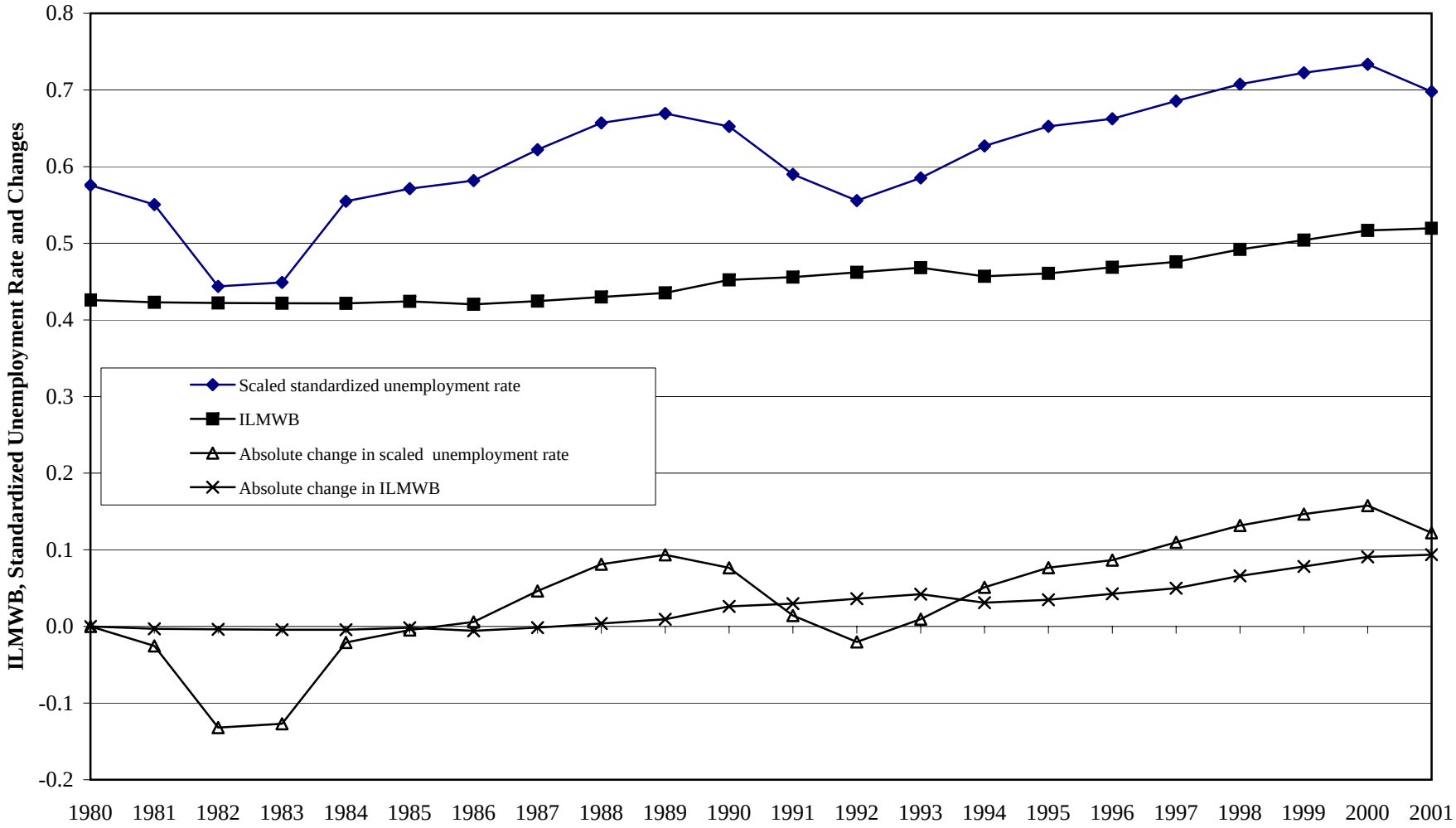

Chart 27: Relationship Between the OECD Standardized Unemployment Rate and the Index of Labour Market Well Being in Selected OECD Countries, 2001

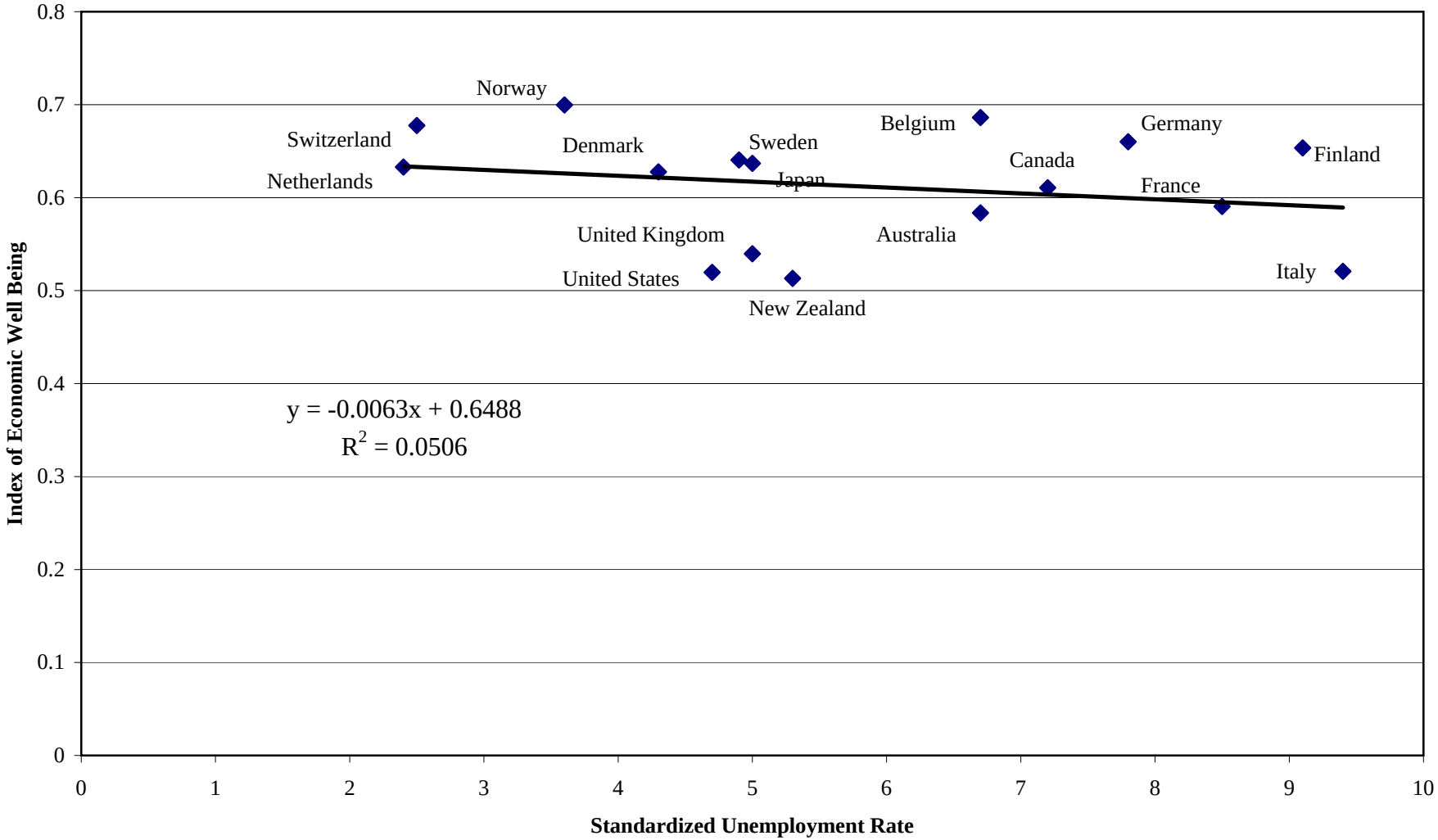

Chart 28: Relationship Between the Absolute Change in the OECD Standardized Unemployment Rate and the Absolute Change in the Index of Labour Market Well Being in Selected OECD Countries, 1980-2001