

Table 1 Overview of CSA, OMA and LCA career-typologies and univariate distribution

OMA	%	N	CSA	%	N	LCA	%	n
Stable entrant	7.71	329	Starters	15.61	615	Standard career	28.74	1280
Less stable entrant	7.43	317	Traditional career	7.79	307	Early retirement	26.78	1193
Job hopper	4.12	176	Stable full-time career	10.84	427	Redundancy	8.10	361
Stable full-time	19.99	853	Transitional full-time career	3.30	130	Homemaker	6.96	310
Transitional full-time	11.86	506	Job hopper	2.41	95	The bridge	6.15	274
Stable part-time	2.18	93	Hopping career	1.47	58	Part-time career	6.10	272
Unstable part-time	9.44	91	Hopping unstable career	5.33	210	Career of unemployment	4.80	214
Stable nonparticipation	9.44	403	Active combination career	19.22	757	Merry widow	4.32	192
Unstable nonparticipation	1.41	60	Combination career	10.54	415	Midlife career	3.29	147
Unemployment	1.19	51	Career of unpaid activity	7.26	286	Burn-out	2.41	107
Sickness or handicap	1.71	73	Atypical career	0.53	21	Multi-tasking	2.34	104
Atypical career	4.40	188	Completed traditional career	3.02	119			
Insecure career (unemployment)	2.04	87	Completed stable full-time career	6.22	245			
Standard career	10.10	431	Completed transitional full-time career	6.45	254			
Transitional full-time career – retirement	5.65	241						
Atypical longer career - retirement	0.94	40						
Total	100	3939	Total	100	3939	Total	100	4453

Table 2 OMA career typology: female and male career patterns by birth cohort (percentages)

Type	Total	<1930	1930-1939	1940-1949	1950-1959	1960-1969	>1970	N
Female								
<i>Short full-time careers</i>								
1 Stable entrant	8.0	0.0	0.0	0.0	0.3	2.2	48.2	169
2 Less stable entrant	7.8	0.0	0.0	0.0	3.0	17.0	21.9	164
3 Job hoppers	6.0	0.0	0.0	0.3	3.5	17.1	8.9	126
<i>Longer labour careers</i>								
4 Stable full-time	16.2	9.4	5.6	23.8	34.5	16.7	1.6	342
5 Transitional full-time	7.6	0.2	5.9	8.4	16.3	10.2	0.5	160
6 Stable part-time	4.2	0.9	3.5	4.1	5.1	8.4	0.6	88
7 Unstable part-time	4.3	0.5	4.7	8.2	8.1	3.6	0.2	90
<i>Career breakers</i>								
8 Stable nonparticipation	19.0	44.9	39.5	26.2	11.4	4.3	0.2	400
9 Unstable nonparticipation	2.8	2.9	4.0	6.0	3.2	1.4	0.1	59
10 Unemployment	1.4	0.0	0.3	0.7	1.1	2.2	3.6	30
11 Sickness or handicap	1.8	0.7	3.6	4.8	1.6	0.6	0.2	37
<i>Atypical career paths</i>								
12 Atypical career path	7.0	0.0	0.6	2.7	6.6	14.6	12.8	148
13 Insecure career (unemployment)	2.3	0.2	0.6	4.5	5.0	1.7	1.2	49
<i>Completed careers</i>								
14 Standard career	7.2	20.8	22.3	7.7	0.0	0.0	0.0	152
15 Transitional full-time – pension	2.8	9.5	7.2	2.5	0.3	0.0	0.0	59
16 Atypical longer career – pension	1.7	10.0	2.1	0.0	0.0	0.0	0.0	37
Total (N females)		309	290	302	408	474	326	2109
Male								
<i>Short full-time careers</i>								
1 Stable entrant	8.8	0.0	0.0	0.0	0.4	1.0	57.2	161
2 Less stable entrant	8.3	0.0	0.0	0.0	1.5	23.6	18.7	152
3 Job hoppers	2.8	0.0	0.0	0.3	0.7	8.7	4.3	51
<i>Longer labour careers</i>								
4 Stable full-time	27.9	3.3	6.9	41.4	53.3	34.8	4.3	510
5 Transitional full-time	18.9	1.5	2.8	28.5	39.4	23.5	0.0	346
6 Stable part-time	0.3	0.4	0.5	0.0	0.5	0.3	0.0	5
7 Unstable part-time	0.1	0.0	0.0	0.0	0.3	0.0	0.0	1
<i>Career breakers</i>								
8 Stable nonparticipation	0.1	0.0	0.0	0.2	0.0	0.5	0.0	2
9 Unstable nonparticipation	0.1	0.0	0.0	0.0	0.0	0.3	0.0	1
10 Unemployment	1.2	0.6	0.0	0.0	0.3	0.7	5.9	22
11 Sickness or handicap	2.0	1.0	4.5	5.2	1.6	0.2	0.4	36
<i>Atypical career paths</i>								
12 Atypical career path	2.2	0.0	0.0	0.0	0.5	4.7	6.9	40
13 Insecure career (unemployment)	2.1	0.0	2.0	5.1	1.1	1.8	2.3	38
<i>Completed careers</i>								
14 Standard career	15.2	60.5	46.3	10.8	0.5	0.0	0.0	279
15 Transitional full-time – pension	9.9	31.4	37.0	8.5	0.0	0.0	0.0	182
16 Atypical longer career – pension	0.2	1.4	0.0	0.0	0.0	0.0	0.0	3
Total (N males)		230	227	301	392	408	271	1829

Table 3 CSA career typology: female and male career patterns by birth cohort (percentages)

Type	Total	<1930	1930-1939	1940-1949	1950-1959	1960-1969	>1970	N
Female								
1 Starters	16.7	0.5	2.5	1.6	1.5	13.3	82.7	353
2 Traditional career	6.7	7.1	2.1	4.6	13.6	9.4	0.0	142
3 Stable full-time career	7.9	1.2	1.1	8.7	13.7	12.7	4.9	166
4 Transitional full-time career	1.9	0.0	1.3	3.8	2.8	2.7	0.0	39
5 Job hopper	1.6	2.4	1.9	2.8	1.6	1.1	0.0	33
6 Hopping career	0.8	1.5	1.5	1.6	0.6	0.3	0.0	18
7 Hopping unstable career	2.6	0.5	0.6	1.7	4.5	4.9	1.6	55
8 Active combination career	24.0	2.0	5.3	24.0	39.3	45.6	10.8	506
9 Combination career	14.7	25.6	27.1	26.6	11.0	5.9	0.0	311
10 Career of unpaid activity	13.4	30.1	30.2	14.1	10.1	3.9	0.0	283
11 Atypical career	0.4	0.0	0.4	1.0	0.7	0.1	0.0	8
12 Completed traditional career	1.9	5.0	5.6	2.5	0.0	0.0	0.0	39
13 Completed stable full-time career	4.2	11.7	13.6	4.1	0.0	0.0	0.0	88
14 Completed transitional full-time career	3.3	12.3	6.8	2.9	0.5	0.0	0.0	69
Total (N females)		309	290	302	408	474	326	2109
Male								
1 Starters	14.4	0.4	0.0	0.0	0.6	8.0	83.6	263
2 Traditional career	9.0	0.5	2.4	10.3	16.7	15.0	0.0	165
3 Stable full-time career	14.3	0.6	1.7	15.3	24.1	25.2	5.0	262
4 Transitional full-time career	5.0	1.1	1.3	7.3	7.8	8.1	0.0	91
5 Job hopper	3.4	0.6	0.0	6.3	6.6	3.8	0.0	62
6 Hopping career	2.2	5.4	5.3	3.1	1.3	0.4	0.0	40
7 Hopping unstable career	8.5	0.5	1.4	9.1	16.3	12.6	3.2	155
8 Active combination career	13.7	1.7	1.8	17.1	19.1	24.2	6.7	251
9 Combination career	5.7	10.9	8.3	7.9	5.7	2.2	1.6	104
10 Career of unpaid activity	0.1	0.0	0.0	0.2	0.0	0.5	0.0	3
11 Atypical career	0.7	2.5	0.3	0.7	1.1	0.0	0.0	13
12 Completed traditional career	4.4	13.7	14.4	4.8	0.3	0.0	0.0	80
13 Completed stable full-time career	8.6	31.3	27.4	7.4	0.0	0.0	0.0	157
14 Completed transitional full-time career	10.1	30.9	35.8	10.4	0.3	0.0	0.0	185
Total (N males)		230	227	301	392	408	271	1829

Table 4 Latent Class career typology: female and male career patterns by birth cohort (percentages)

			1930-	1940-	1950-	1960-			
Type		Total	<1930	1939	1949	1959	1969	>1970	N
Female									
1	Standard career	19.0	5.0	5.0	30.0	40.0	40.0	40.0	443
2	Early retirement	16.0	25.0	21.0	5.0	1.0	0.0	0.0	381
3	Redundancy	7.0	2.0	5.0	9.0	9.0	11.0	19.0	172
4	Homemaker	13.0	2.0	5.0	8.0	13.0	19.0	19.0	305
5	Bridge group	9.0	31.0	30.0	20.0	7.0	3.0	1.0	204
6	Part-time career	11.0	3.0	4.0	9.0	9.0	10.0	11.0	250
7	Career of unemployment	7.0	1.0	1.0	2.0	2.0	4.0	7.0	159
8	Merry widow	8.0	4.0	5.0	8.0	8.0	7.0	0.0	185
9	Midlife career	4.0	10.0	11.0	3.0	3.0	2.0	0.0	92
10	Burn-out	2.0	16.0	9.0	2.0	3.0	2.0	3.0	56
11	Multi-tasking	4.0	1.0	3.0	4.0	3.0	1.0	1.0	102
Total (N females)			264	296	339	468	580	402	2349
Male									
1	Standard career	40.0	12.0	14.0	68.0	82.0	83.0	77.0	837
2	Early retirement	39.0	79.0	71.0	16.0	3.0	0.0	0.0	811
3	Redundancy	9.0	2.0	3.0	5.0	5.0	6.0	10.0	189
4	Homemaker	0.0	0.0	0.0	0.0	1.0	1.0	1.0	5
5	Bridge group	3.0	0.0	0.0	0.0	0.0	0.0	0.0	70
6	Part-time career	1.0	1.0	1.0	2.0	2.0	2.0	2.0	22
7	Career of unemployment	3.0	2.0	2.0	3.0	3.0	6.0	9.0	55
8	Merry widow	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8
9	Midlife career	3.0	3.0	4.0	1.0	1.0	1.0	0.0	54
10	Burn-out	2.0	0.0	0.0	0.0	0.0	0.0	0.0	51
11	Multi-tasking	0.0	1.0	4.0	4.0	3.0	1.0	1.0	2
Total (N males)			203	235	339	461	512	354	2104