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Precarious Work and Generational Segmentation in Rhône-Alpes

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Abstract

National and Regional employment models are in constant evolution, especially in the globalized interconnected economic dynamics. This destabilises the local labour markets and transform the national socio-economical regulations and the patterns of business organization.

Our task is focused on the evolution of main labour variables in the French region of Rhône-Alpes among different generations (workers of the same age group). We carry out an empirical analysis of the evolution of labour market's generational patterns in 1993 and 2007, based on the administrative statistical source of *Déclaration Annuelles de Données Sociales* (INSEE). Our aim is to compare by generation, gender, nationality, by territory and economical branch

wich are the models of participation in labour activities. We analyse absolute and relative inequalities in wages and contract- stability.

Intensification in generational segmentation is shown, meaning stronger inequalities through groups of workers from different generations. We illustrate how global incidence of economic branches, and their particular generational patterns, are the key to understanding the transformation of regional employment models. We compare some traditional industrial branches with other emerging ones, where Internal Labour Market is not the main way for career integration (care activities, logistic, tourism, cognitive services...).

This generational segmentation is empowered by the precarious entry of youths to labour market and the decrease of work quality for aged workers. Using descriptive statistical methods, we compare the relations between generations in specific labour markets in order to prove how changes in this regional employment model are aggravating precarious work conditions some generations of workers have.