

Appendices

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A. Appendices – Macro Analysis (Section 3.1)

A.1 – Tables

Table A.1.1 – Effect of Recent Job Entry (<1 Year) on Senior Employment Rate (Age 50–64)

Main Regression – FE model with controls

	Senior Employment Rate
Sdurwk1_	3.852*** (0.502)
Female	-0.066*** (0.012)
Education	0.152*** (0.012)
R-squared	0.612
Obs.	6894.000

Standard errors in parentheses

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Results from the main Fixed Effects (FE) regression assessing the relationship between the share of workers recently hired (less than one year) and the employment rate of older workers (aged 50–64). The model includes country and year fixed effects, along with demographic controls (gender and education). The coefficient on recent job entry (3.852) is positive and highly significant, indicating that countries with a higher share of recent hires among older workers tend to exhibit higher senior employment rates.

Table A.1.2 – Effect of Recent Job Entry (<1 Year) on Senior Employment Rate (Age 50–64)

Robustness Checks: OLS & FE With and Without Controls

	(1) OLS	(2) OLS + controls	(3) FE	(4) FE + controls
Sdurwk1_	1.862*** (0.051)	3.280*** (0.053)	1.703*** (0.436)	3.852*** (0.502)
Female		-0.073*** (0.004)		-0.066*** (0.012)
Education		0.150*** (0.002)		0.152*** (0.012)
R-squared	0.127	0.532	0.194	0.612
Obs.	9054.000	6894.000	9054.000	6894.000

Standard errors in parentheses

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Results from Ordinary Least Squares (OLS) and Fixed Effects (FE) regressions estimating the association between the senior employment rate (age 50–64) and the share of workers recently hired (less than one year). Column (1) presents the baseline OLS model, column (2) adds demographic controls (gender and education). Columns (3) and (4) introduce country and year fixed effects, with and without controls. Across all specifications, the coefficient on recent job entry remains positive and highly significant, suggesting a robust correlation between late-career transitions and higher senior employment.

Table A.1.3 – Effect of Recent Job Entry (<1, 2 & 5 Years) on Senior Employment Rate (50–64)

Robustness Check: Alternative Definitions of Recent Entry (1, 2 & 5 years)			
	(1)	(2)	(3)
	Senior Employment Rate	Senior Employment Rate	Senior Employment Rate
Sdurwk1_	3.852*** (0.502)		
Sdurwk2_		3.148*** (0.379)	
Sdurwk5_			2.224*** (0.221)
R-squared	0.612	0.652	0.720
Obs.	6894.000	6894.000	6894.000

Standard errors in parentheses

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Results from Fixed Effects (FE) regressions testing the robustness of the main result to alternative definitions of recent job entry. Each column uses a different threshold: less than 1 year (col. 1), less than 2 years (col. 2), and less than 5 years (col. 3) since current job started. Across all specifications, the coefficient remains positive and statistically significant, confirming a strong association between late-career entry and higher senior employment rates.

Table A.1.4 – Effect of Recent Job Entry (<1 Year) on Senior Employment Rate (Age 50–64)

Interaction term: Effect of Recent Job Entry in Belgium	
	Senior Employment Rate
Sdurwk1_	3.760*** (0.488)
Belgium × Sdurwk1_	5.407*** (0.487)
Female	-0.065*** (0.012)
Education	0.151*** (0.012)
R-squared	0.620
Observations	6894.000

Standard errors in parentheses

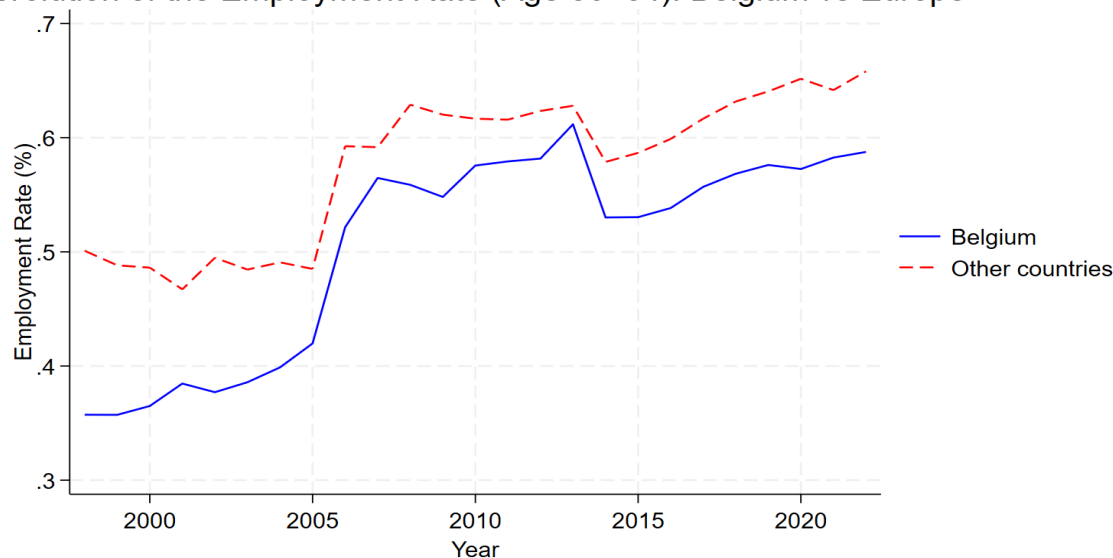
* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

This regression tests whether the effect of recent job entry on senior employment rate differs for Belgium. The interaction term between the dummy for Belgium and recent job entry is strongly positive and highly significant (5.407, $p < 0.01$), suggesting that the positive association observed overall is even more pronounced in the Belgian case. All other coefficients (gender, education) are consistent with prior estimations.

A.2 - Figures

Figure A.2.1 – Evolution of the Employment Rate (Age 50–64): Belgium vs Europe

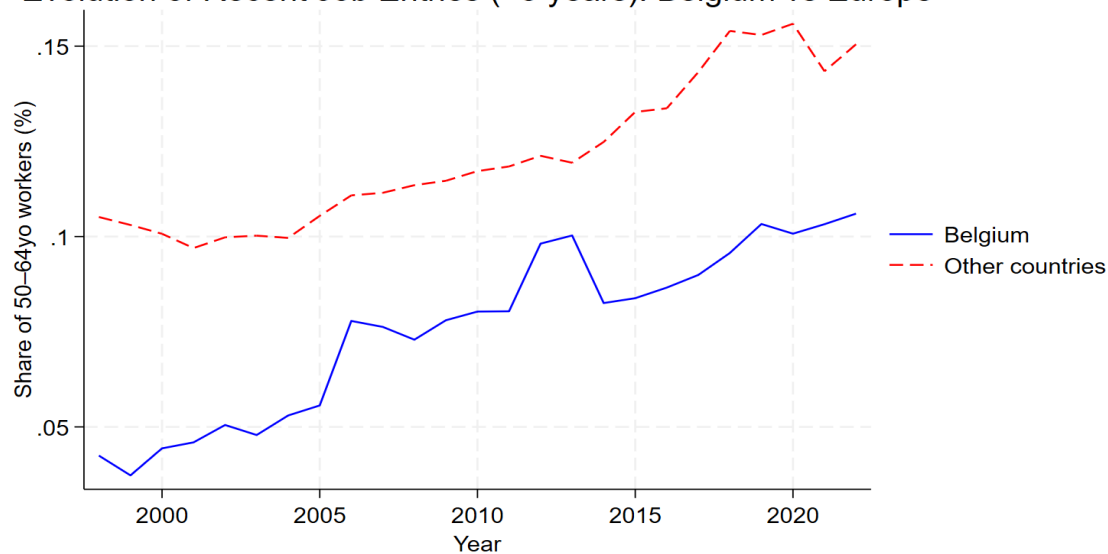
Evolution of the Employment Rate (Age 50–64): Belgium vs Europe



This line chart compares the employment rate of older workers (age 50–64) in Belgium with the average for other European countries over the period 1998–2022. The figure shows a general upward trend, with Belgium catching up gradually but remaining below the European average throughout the period.

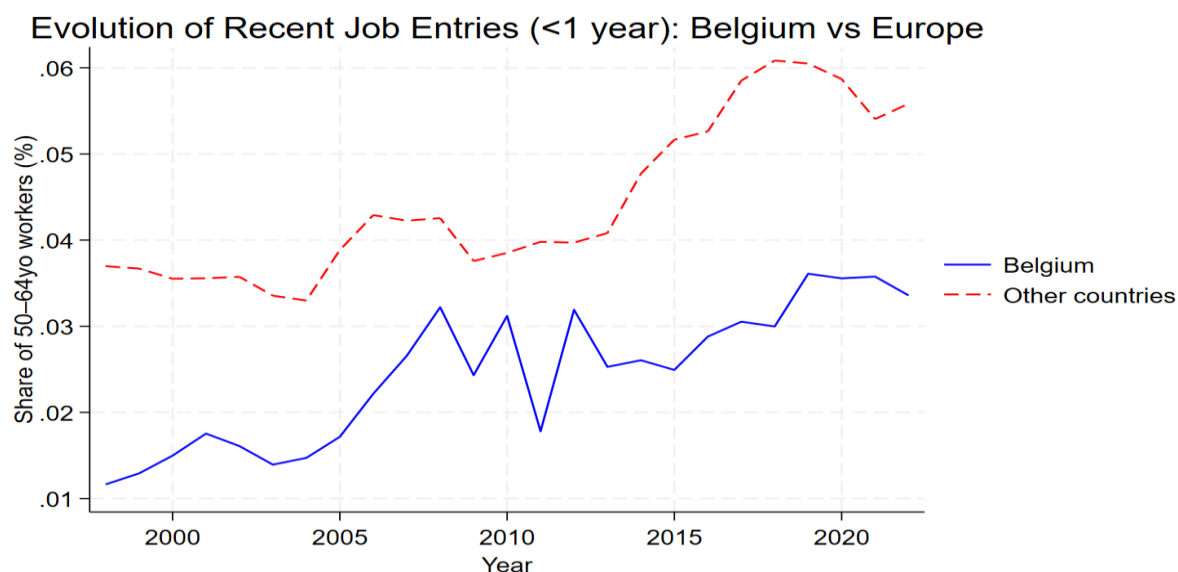
Figure A.2.2 – Evolution of Recent Job Entries (<5 years) among Older Workers: Belgium vs Europe

Evolution of Recent Job Entries (<5 years): Belgium vs Europe



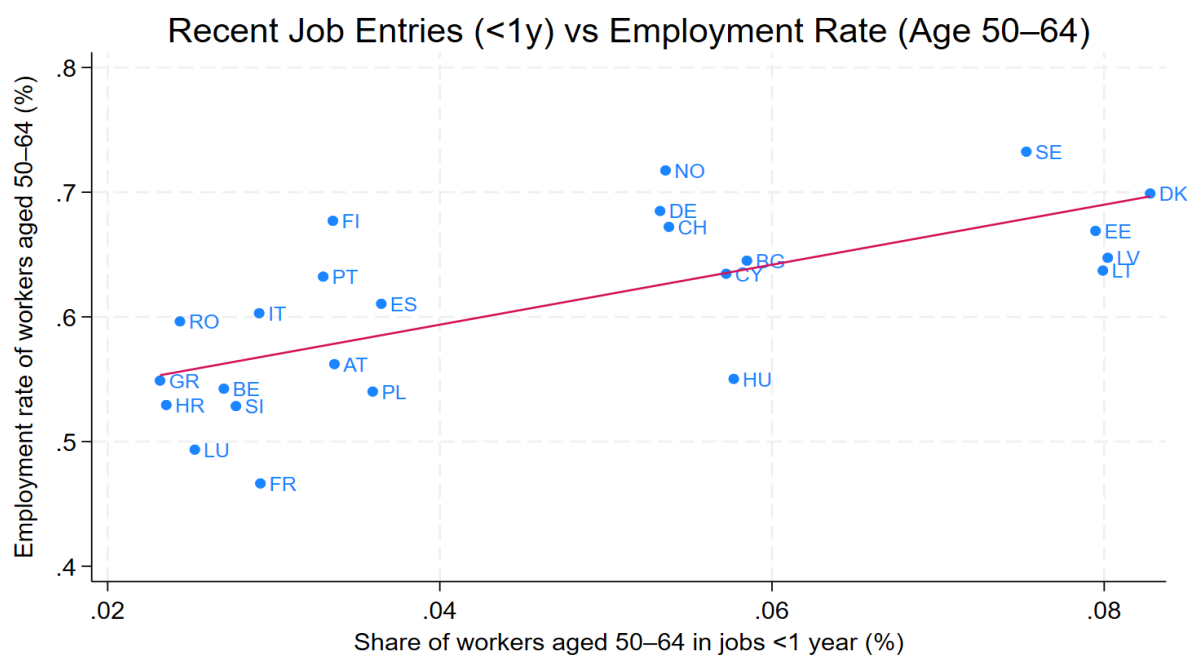
This line chart compares the evolution of recent job entries (within the past 5 years) among workers aged 50 to 64 in Belgium and in other European countries between 1998 and 2022. The indicator reflects the share of older workers who entered a new job within the last 5 years. The graph shows a persistent gap, with Belgium consistently recording a lower share of recent entries than the European average, suggesting reduced late career mobility.

Figure A.2.3 – Evolution of Recent Job Entries (<1 year) among Older Workers: Belgium vs Europe



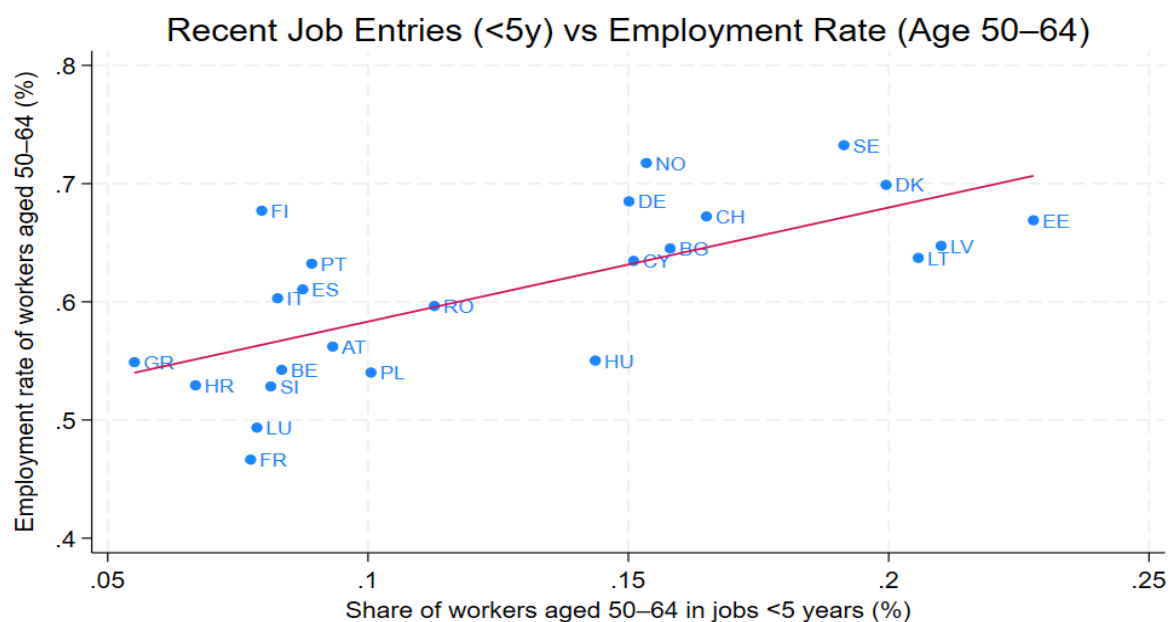
This line chart shows the annual share of workers aged 50 to 64 who entered a new job within the past year, comparing Belgium to other European countries from 1998 to 2022. The data highlight a persistently lower rate of very recent entries in Belgium, pointing to more limited immediate job transitions in late career compared to the European average.

Figure A.2.4 – Cross-Country Correlation between Recent Job Entries (<1 Year) and Senior Employment Rate (1998–2022)



This scatter plot displays the average cross-country correlation between the senior employment rate (age 50–64) and the share of workers aged 50–64 who recently entered the labour market (i.e. with less than one year of job tenure). Each dot represents the mean value for one country over the period 1998–2022. The fitted line suggests a weak positive association between recent job entries and the employment rate of older workers.

Figure A.2.5. – Cross-Country Correlation between Recent Job Entries (<5 Years) and Senior Employment Rate (1998–2022)



This scatter plot displays the average cross-country correlation between the employment rate of older workers (aged 50–64) and the share of workers in this age group who recently entered the labour market (i.e. with less than five years of job tenure). Each dot represents the mean value for one country over the period 1998–2022. The fitted line indicates a very weak positive relationship, suggesting that the prevalence of mid-career entries has little explanatory power on overall senior employment levels.

B. Appendices – Micro Analysis (Section 3.2)

B.1 – Tables

Table B.1.1 – Effect of Labour Market Transition on Employment Stability (Age 50–64)

Comparison of logistic, marginal effect, and OLS estimates with and without individual-level controls.

	(1) Employment Stability Without Controls	(2) Employment Stability With Controls
LMT - Logit (y2_binary)	-1.346*** (0.002)	-1.568*** (0.002)
LMT - Marginal Effect	-0.200*** (0.000)	-0.198*** (0.000)
LMT - OLS (y2_score)	-0.254*** (0.000)	-0.304*** (0.001)
Observations	10 389 505	7 058 759

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

Logit models use y2_binary (1 = full-time and tenure ≥ 1 year).

Marginal effects computed using margins, dydx(x_market).

OLS models use y2_score (ranging from 0 to 2).

Controls include gender, age, education, experience, migration status and country & year fixed effects (columns 2 only).

Results from logistic regression models estimating the association between labour market transition (LMT) after age 50 (tenure < 5 years) and the probability of holding a stable job (as defined by full-time status and tenure ≥ 1 year). Column (1) presents the baseline logit model without controls. Column (2) adds demographic characteristics (gender, age, education, experience, migration status) and includes country and year fixed effects. Across both specifications, the marginal effect of transitioning through the labour market remains negative and statistically significant, suggesting a strong association between late-career transitions and lower employment stability.

**Table B.1.2 – Effect of Labour Market Transition on Employment Stability
among Older Workers (EU sample)**

Coefficients from logistic and OLS models with individual-level controls and country/year fixed effects.

	(1) Employment Stability Logit (y2_binary)	(2) Employment Stability OLS (y2_score)
Labour Market Transition (<5y)	-1.568*** (0.002)	-0.304*** (0.001)
Female	-1.384*** (0.002)	-0.189*** (0.000)
Age	-0.063*** (0.000)	-0.009*** (0.000)
Lower secondary	0.000 (.)	0.000 (.)
Upper secondary	0.430*** (0.003)	0.061*** (0.000)
Tertiary	0.746*** (0.004)	0.105*** (0.001)
Potential Experience	-0.002*** (0.000)	0.000 (0.000)
Immigrant (non-EU)	-0.049*** (0.005)	-0.010*** (0.001)
Observations	7058759.000	7058759.000

Standard errors in parentheses

The Logit model uses a binary outcome: 1 if full-time and tenure ≥ 1 year.

The OLS model uses a score ranging from 0 to 2 (stability index).

Sample restricted to individuals aged 50–64 currently employed in the EU-LFS.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Results from logistic and OLS regressions estimating the association between labour market transitions after age 50 (<5 years of tenure) and employment stability among individuals aged 50–64 in the EU-LFS. Both models, controlling for demographic controls (gender, age, education, experience, migration status) and country/year fixed effects, indicate a strong and significant negative relationship (-1.568 & -0.304 coefficients), suggesting that such transitions are linked to reduced stability in later life.

**Table B.1.3 – Robustness Checks: Logit Models of Employment Stability
(Binary Outcome)**

Comparison of baseline and robustness specifications varying the definition of stability (≥ 3 years) and the labour market transition threshold ($<3y$, $<1y$).

	(1) Ref. model	(2) Y: $\geq 3y$ stability	(3) X: $<3y$ transition	(4) X: $<1y$ transition
LMT($x < 5y$)	-1.568*** (0.002)	-3.146*** (0.003)		
LMT($x < 3y$)			-1.979*** (0.003)	
LMT($x < 1y$)				0.000 (.)
Marginal Effect	-0.198 (0.)	-0.388 (0.)	-0.245 (0.)	0.000 (.)
Female	-1.384*** (0.002)	-1.281*** (0.002)	-1.424*** (0.002)	-1.626*** (0.003)
Age	-0.063*** (0.000)	-0.052*** (0.000)	-0.064*** (0.000)	-0.068*** (0.000)
Lower secondary	0.000 (.)	0.000 (.)	0.000 (.)	0.000 (.)
Upper secondary	0.430*** (0.003)	0.415*** (0.003)	0.431*** (0.003)	0.458*** (0.003)
Tertiary	0.746*** (0.004)	0.718*** (0.004)	0.761*** (0.004)	0.802*** (0.004)
Potential experience	-0.002*** (0.000)	-0.002*** (0.000)	-0.002*** (0.000)	-0.001*** (0.000)
Immigrant	-0.049*** (0.005)	-0.046*** (0.005)	-0.063*** (0.005)	-0.107*** (0.005)
Observation	7058759.000	7058759.000	7058759.000	6795538.000

Standard errors in parentheses.

Outcome: binary variable (1 if full-time and tenure ≥ 1 year, or ≥ 3 years in Y robustness).

Sample: employed individuals aged 50–64 in EU-LFS.

Some models may omit $x < 1y$ transition due to lack of variance.

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Results from logistic regressions assessing the association between labour market transitions and binary employment stability among individuals aged 50–64 in the EU-LFS. Column (1) reports the reference model (see table 2) with stability defined as full-time and tenure ≥ 1 year and transition threshold < 5 years. Column (2) applies a stricter stability criterion (≥ 3 years), Column (3) reduces the transition threshold to < 3 years, and Column (4) to < 1 year. Across specifications, coefficients are consistently negative and highly significant except for the < 1 -year transition model, where the effect becomes statistically zero due to low variation in the sample.

**Table B.1.4 – Robustness Checks: OLS Models of Employment Stability
(Score Outcome)**

Baseline and robustness specifications with alternative definitions of stability (≥ 3 years) and labour market transition thresholds ($< 3y$, $< 1y$).

	(1) Ref. model	(2) Y: $\geq 3y$ stability	(3) X: $< 3y$ transition	(4) X: $< 1y$ transition
LMT($x < 5y$)	-0.304*** (0.001)	-0.747*** (0.001)		
LMT($x < 3y$)			-0.421*** (0.001)	
LMT($x < 1y$)				-1.117*** (0.001)
Female	-0.189*** (0.000)	-0.188*** (0.000)	-0.190*** (0.000)	-0.191*** (0.000)
Age	-0.009*** (0.000)	-0.009*** (0.000)	-0.009*** (0.000)	-0.009*** (0.000)
Lower secondary	0.000 (.)	0.000 (.)	0.000 (.)	0.000 (.)
Upper secondary	0.061*** (0.000)	0.060*** (0.000)	0.059*** (0.000)	0.054*** (0.000)
Tertiary	0.105*** (0.001)	0.102*** (0.001)	0.104*** (0.001)	0.099*** (0.000)
Potential experience	0.000 (0.000)	0.000 (0.000)	0.000*** (0.000)	0.000*** (0.000)
Immigrant	-0.010*** (0.001)	-0.012*** (0.001)	-0.011*** (0.001)	-0.014*** (0.001)
Observation	7058759.000	7058759.000	7058759.000	6795538.000

Standard errors in parentheses.

Outcome: employment stability score ranging from 0 to 2.

Alternative models use stricter definitions of stability (tenure ≥ 3 years) or of transition ($x < 3y$, $x < 1y$).

* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

Results from OLS regressions estimating the association between labour market transitions and employment stability score (0–2) among individuals aged 50–64 in the EU-LFS. Column (1) is the reference model with stability defined as tenure ≥ 1 year and transition threshold < 5 years. Column (2) applies a stricter stability definition (≥ 3 years), Column (3) shortens the transition threshold to < 3 years, and Column (4) to < 1 year. Coefficients are consistently negative and highly significant, with stronger magnitudes under stricter definitions of stability or shorter transition thresholds. Compared to the logit results in Table 3, the OLS coefficients are smaller in magnitude but reflect a similar pattern, reinforcing the robustness of the negative association.

Table B.1.5 – Marginal Effect of Labour Market Transition on Employment Stability by Subgroup

Average marginal effects (AME) from logit models, estimated separately for gender, education, age group, and immigration status.

Interaction Group	(1) Group Label	(2) AME of x_market5	(3) Std. error
Gender	Men	-0.171***	(0.000)
	Women	-0.214***	(0.001)
Education	Lower secondary	-0.244***	(0.001)
	Upper secondary	-0.195***	(0.000)
	Tertiary	-0.158***	(0.001)
Age Group	50-54	-0.180***	(0.000)
	55-59	-0.197***	(0.000)
	60-64	-0.241***	(0.001)
Immigration	BE	-0.201***	(0.000)
	EU	-0.149***	(0.001)
	NEU	-0.196***	(0.001)
Observations	7058759		7058759

Average marginal effects (AME) of a recent labour market transition ($x < 5y$) on the probability of stable employment (y_2_binary).

AMEs are reported separately for gender, education, age group, and immigration status.

Robust standard errors in parentheses. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.10$.

Average marginal effects (AME) from logit models estimating the probability of stable employment (y_2_binary) following a recent labour market transition ($< 5y$), reported separately by gender, education level, age group, and immigration status. All effects are negative and statistically significant ($p < 0.01$), indicating reduced stability across all subgroups. The magnitude of the effect varies: it is stronger for women than men, for lower-educated workers compared to tertiary-educated, for the oldest age group (60–64) compared to younger cohorts, and for Belgians & non-EU immigrants relatively to EU-born individuals.

**Table B.1.6 – Comparative Effect of Labour Market Transition on Employment Stability
Europe vs. Belgium**

Main reference models with controls – Logit, marginal effects, and OLS estimates.

	(1) Europe With Controls	(2) Belgium With Controls
LMT - Logit (y2_binary)	-1.568*** (0.002)	-0.789*** (0.018)
LMT - Marginal Effect	-0.198*** (0.000)	-0.138*** (0.003)
LMT - OLS (y2_score)	-0.304*** (0.001)	-0.200*** (0.004)
Observations	7 058 759	153 125

Standard errors in parentheses

* $p < 0.1$, ** $p < 0.05$, *** $p < 0.01$

This table compares the impact of recent labour market transitions (<5y) on employment stability between the EU average and Belgium, using three model specifications: a logit model with a binary stability indicator (y2_binary), marginal effects, and an OLS model with a stability score (y2_score). Across all specifications, the effect is negative and highly significant, but its magnitude is systematically lower in Belgium, suggesting relatively less employment penalization for late-career transitions in the Belgian context.

**Table B.1.7 – Effect of Labour Market Transition on Employment Stability
Among Older Workers (Belgium sample)**

Coefficients from logistic and OLS models with individual-level controls and year fixed effects.

	(1) Employment Stability Logit (y2_binary)	(2) Employment Stability OLS (y2_score)
LMT	-0.789*** (0.018)	-0.200*** (0.004)
Female	-1.874*** (0.013)	-0.373*** (0.002)
Age	-0.035*** (0.002)	-0.007*** (0.000)
Lower secondary	0.000 (.)	0.000 (.)
Upper secondary	0.234*** (0.016)	0.044*** (0.003)
Tertiary	0.647*** (0.018)	0.119*** (0.003)
Experience	-0.004*** (0.001)	-0.001** (0.000)
Immigrant	0.124*** (0.029)	0.022*** (0.005)
Obs.	153125.000	153125.000

Standard errors in parentheses.

Logit model uses y2_binary (1 if full-time and tenure ≥ 1 year).

OLS model uses y2_score (0 to 2).

Sample restricted to Belgian individuals aged 50–64 (cnt2 == 2).

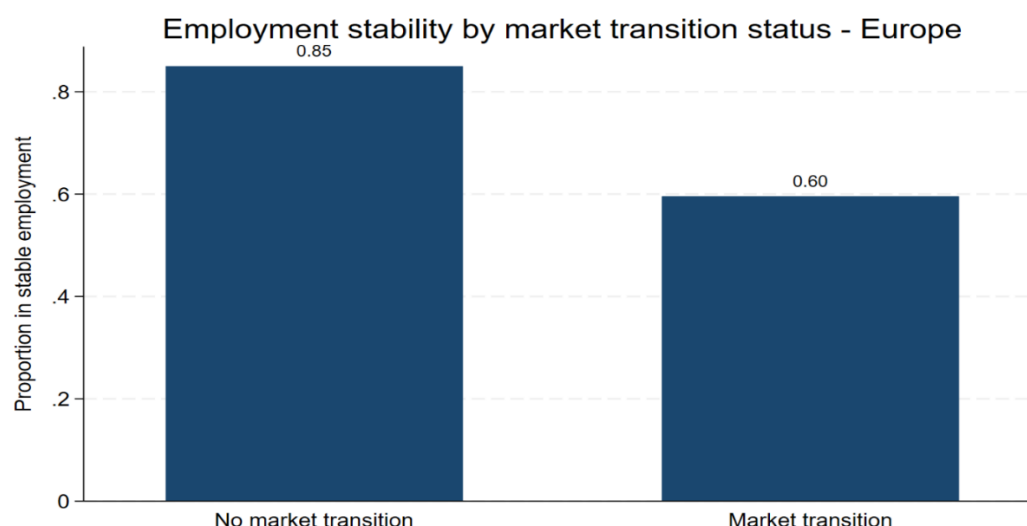
* $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$

This table presents the results of logit and OLS regressions estimating the association between late-career labour market transitions (<5y tenure) and employment stability in Belgium. Column (1) uses a binary stability definition (y2_binary), while column (2) employs a stability score (y2_score). In both models, labour market transitions significantly reduce job stability, even after controlling for gender, age, education, experience, and migration status. The magnitude of the effect is smaller than in the EU sample, suggesting a relatively more protective environment in Belgium.

B.2 - Figures

Figure B.2.1 – Employment Stability (Y_2) by Market Transition Status (Europe)

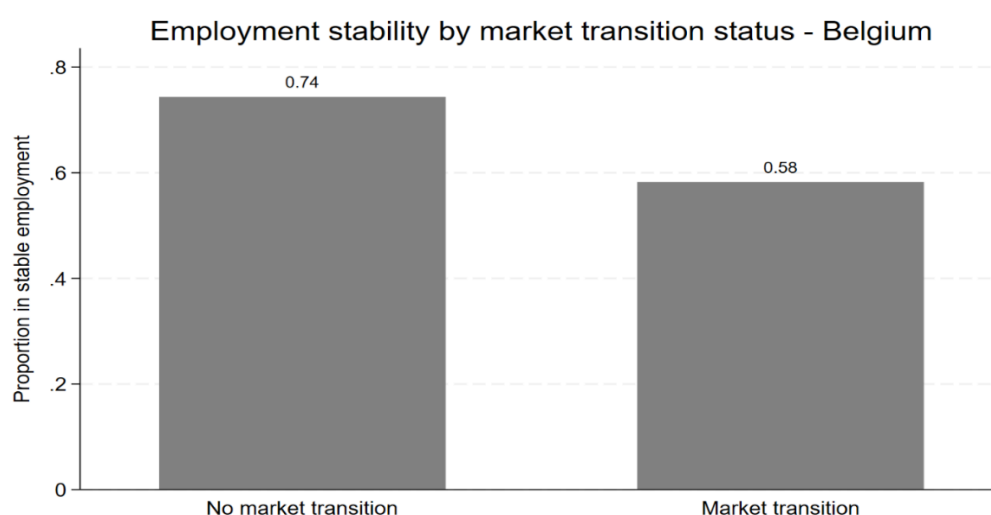
Employment stability defined as full-time job with tenure ≥ 1 year



This bar chart compares the average probability of holding a stable job ($Y_2 = 1$) among older workers (aged 50+) in Europe depending on whether they recently re-entered the labour market or not. Stability is significantly lower for workers who went through a market transition (60%) compared to those who maintained continuous employment (85%).

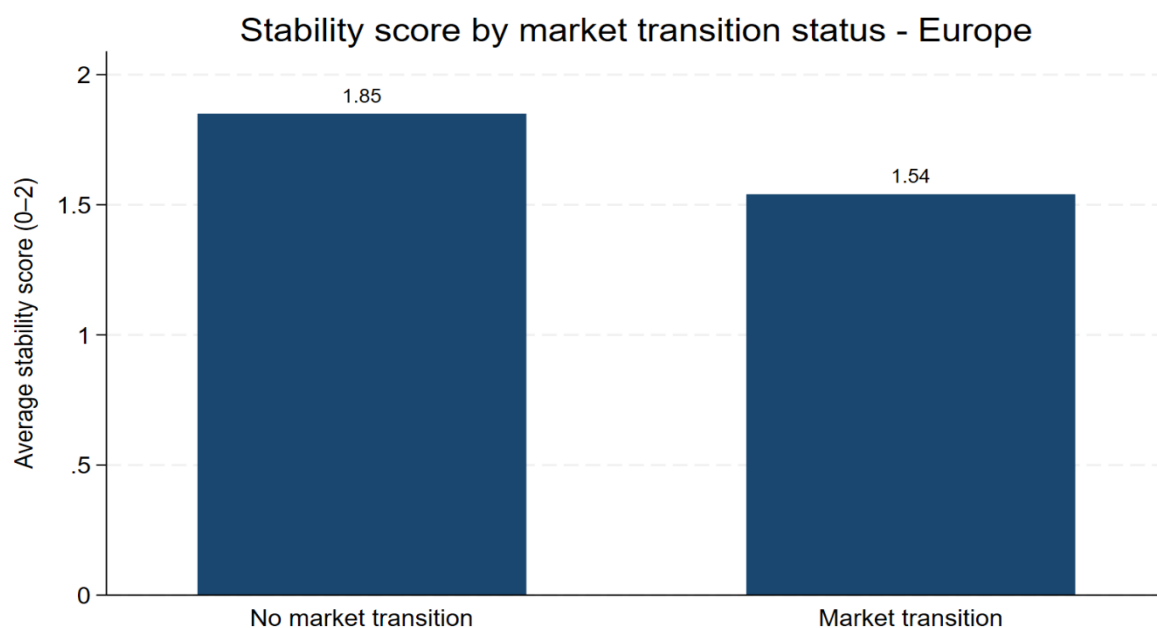
Figure B.2.2 – Employment Stability (Y_2) by Market Transition Status (Belgium)

Employment stability defined as full-time job with tenure ≥ 1 year



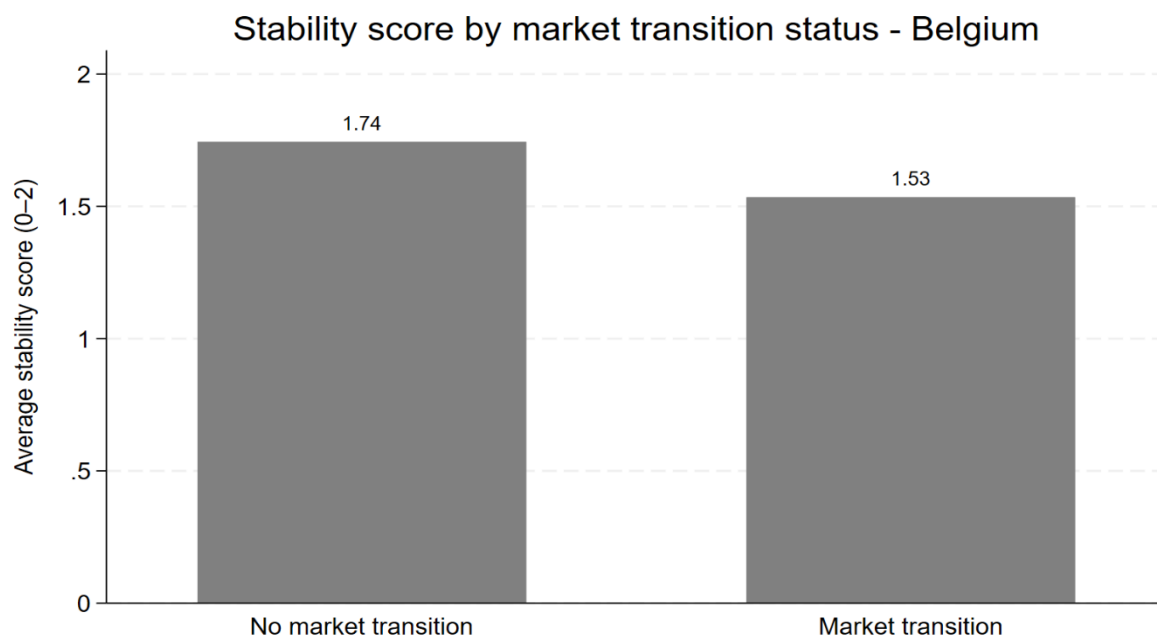
This bar chart compares the average probability of holding a stable job ($Y_2 = 1$) among older workers (aged 50+) in Belgium depending on whether they recently re-entered the labour market or not. Stability is lower for workers who went through a market transition (58%) compared to those who maintained continuous employment (74%). Compared to the European average (85% vs. 60%), both rates are lower in Belgium, but the gap between the two groups is slightly narrower.

Figure B.2.3 – Stability Score (Y_2) by Market Transition Status (Europe)



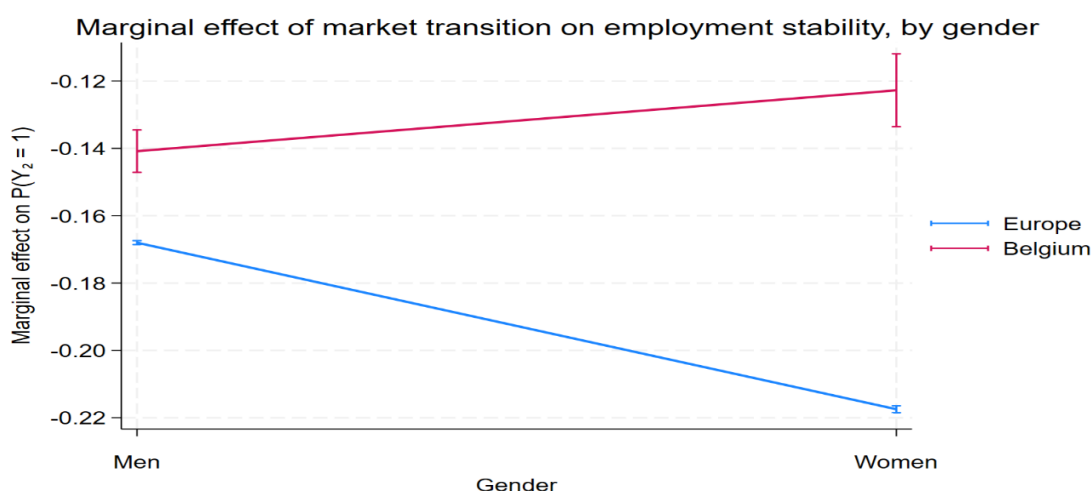
This bar chart displays the average value of the composite stability score (Y_2 ranging from 0 to 2) for older workers in Europe, comparing those with no market transition (1.85) and those with a recent market transition (1.54). Stability is lower for workers who re-entered the labour market, suggesting such transitions are linked to less secure jobs.

Figure B.2.4 – Stability Score (Y_2) by Market Transition Status (Belgium)



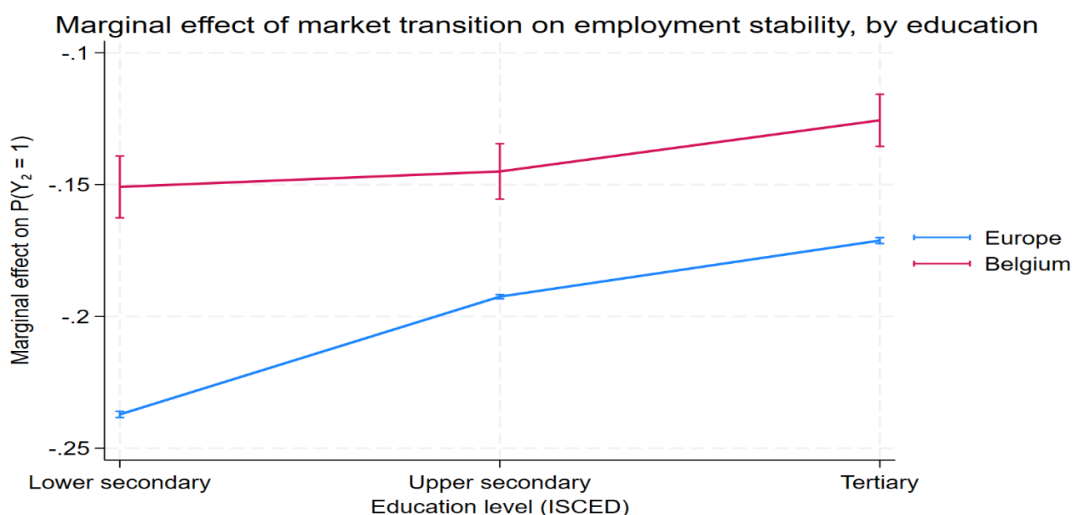
Bar chart showing the average stability score (Y_2 , ranging from 0 to 2) for older workers (50–64) in Belgium, comparing those with no market transition (1.74) and those with a recent market transition (1.53). Stability is lower for workers who re-entered the labour market, although the gap is slightly smaller than in Europe (1.85 vs. 1.54).

Figure B.2.5 – Marginal Effect of Labour Market Transition on Employment Stability, by Gender – Comparison between Europe & Belgium
Employment stability defined as full-time job with tenure ≥ 1 year



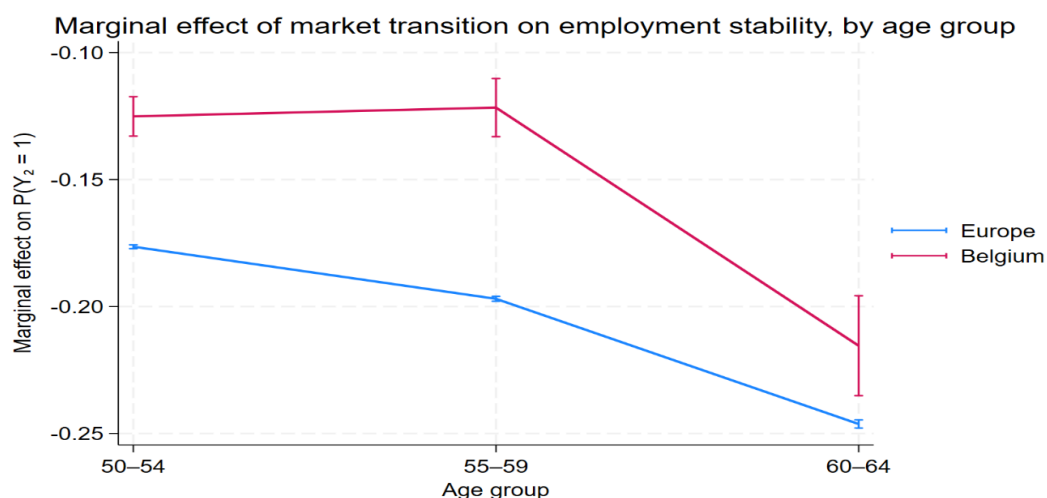
This figure compares the marginal effect of experiencing a labour market transition (x_{market5}) on the probability of being in stable employment (full-time job with ≥ 1 year tenure) for men and women, in Europe (blue) and Belgium (red). In Europe (blue), women experience a substantially larger penalty (≈ -0.21) than men (≈ -0.17), indicating a marked gender gap in post-transition employment stability. In Belgium (red), the gender gap is minimal, with both men and women facing a similar reduction (≈ -0.13 to -0.14), suggesting more uniform stability outcomes across genders.

Figure B.2.6 – Marginal Effect of Labour Market Transition on Employment Stability, by Education Level – Comparison between Europe & Belgium
Employment stability defined as full-time job with tenure ≥ 1 year



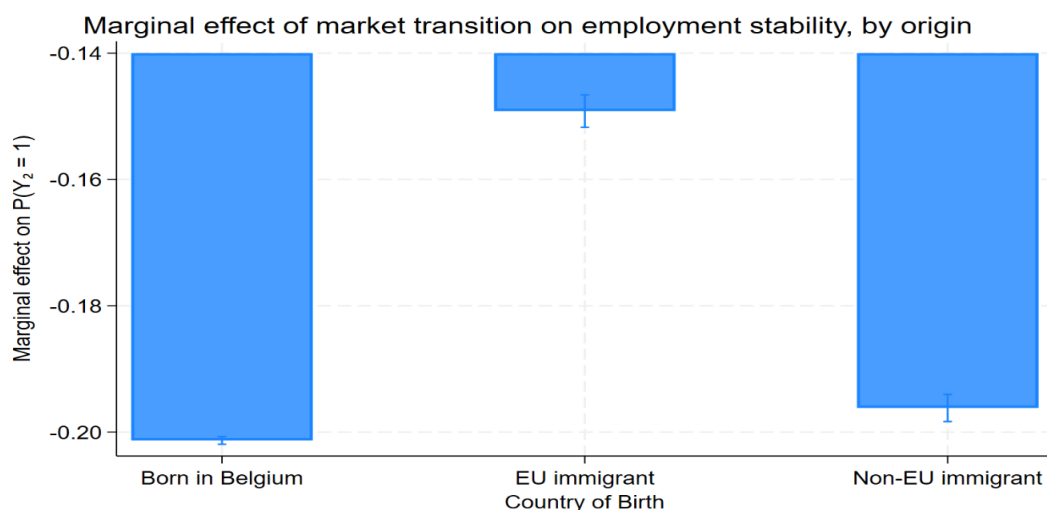
This graph compares the gap in the marginal effect of labour market transition on employment stability between education levels, for Europe and Belgium. In Europe, the negative effect is much stronger for workers with lower education (around -0.24) and gradually diminishes with higher education, indicating that more educated workers are better able to maintain stable employment after a transition. In Belgium, the effect remains relatively similar across education levels (between -0.15 and -0.13), suggesting that education plays a smaller role in cushioning the negative impact of transitions.

Figure B.2.7 – Marginal Effect of Labour Market Transition on Employment Stability, by Age Group – Comparison between Europe & Belgium
Employment stability defined as full-time job with tenure ≥ 1 year



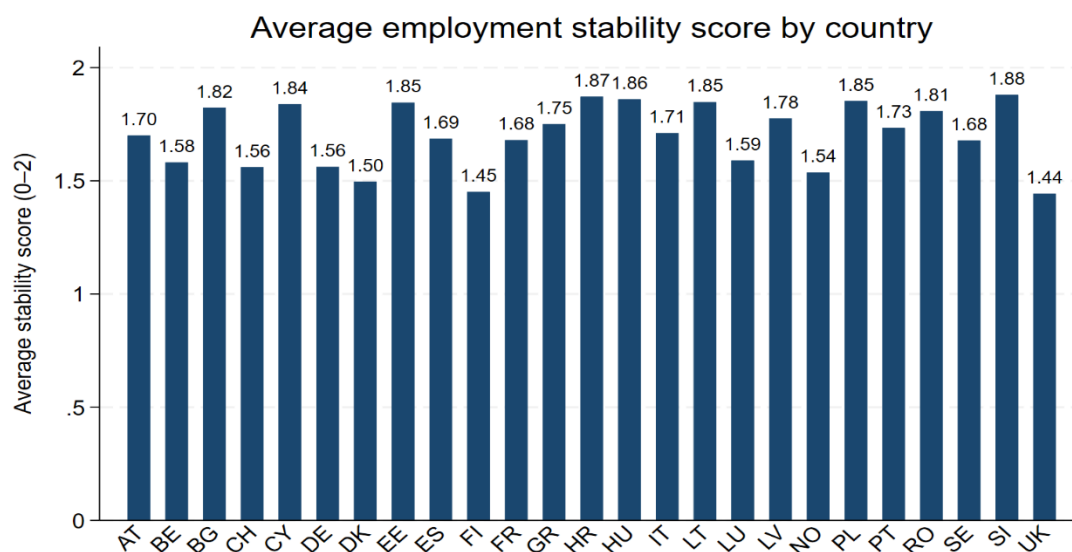
This figure compares the marginal effect of labour market transitions on employment stability for three age groups (50–54, 55–59, 60–64) in Europe (blue) and Belgium (red). Employment stability is defined as having a full-time job with tenure ≥ 1 year. Across Europe, the negative impact of a transition increases with age, reaching around -0.24 for workers aged 60–64. In Belgium, the effect is less pronounced and relatively stable for workers under 60, but drops sharply for the oldest group, though still less than in the European average.

Figure B.2.8 – Marginal Effect of Labour Market Transition on Employment Stability, by Origin
Employment stability defined as full-time job with tenure ≥ 1 year



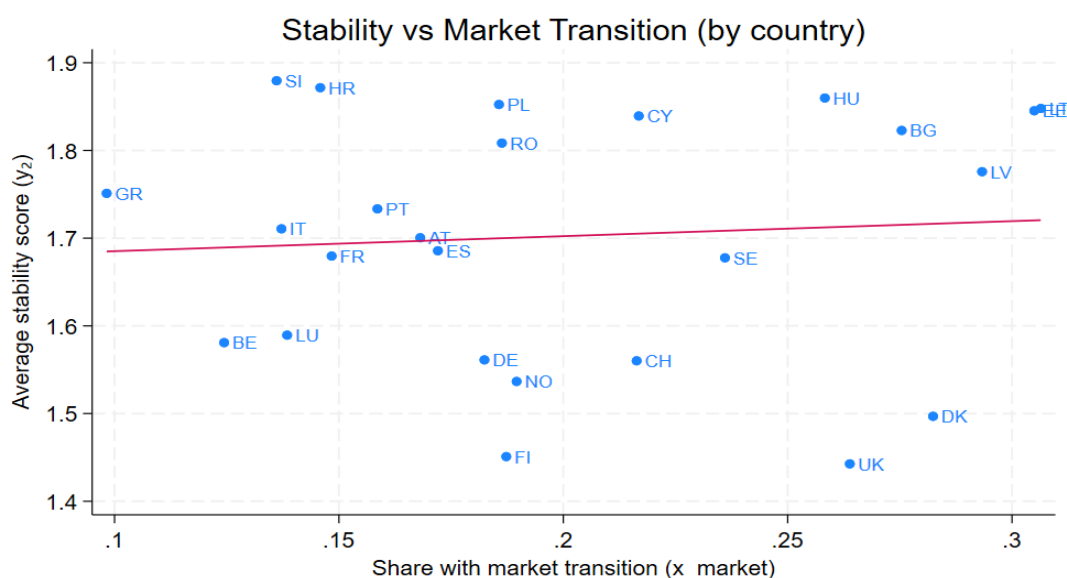
This bar chart shows the marginal effect of labour market transitions on the probability of being in stable employment (defined as full-time work with at least one year of tenure) for workers in Belgium, broken down by country of birth. The negative values for all groups indicate that such transitions reduce employment stability, with similar magnitudes for natives and non-EU immigrants, and a slightly less negative effect for EU immigrants.

Figure B.2.9 – Average Employment Stability Score by Country



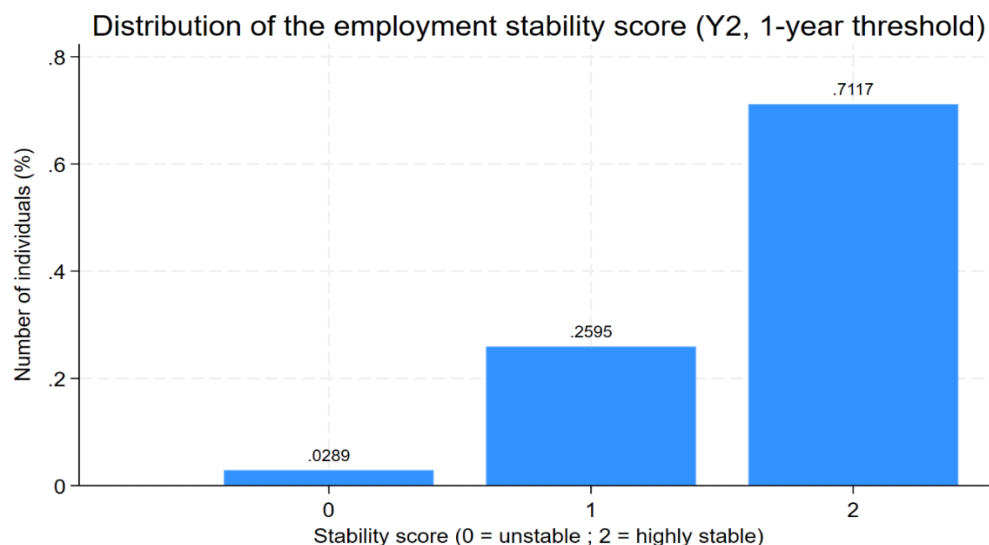
This chart shows the average value of the employment stability score (Y_2 , 0–2 scale) across countries for individuals aged 50–64. Belgium ranks among the lowest, suggesting that late-career job transitions in this country are more frequently associated with less stable employment outcomes.

Figure B.2.10 – Relationship between Market Transitions and Employment Stability (by Country)



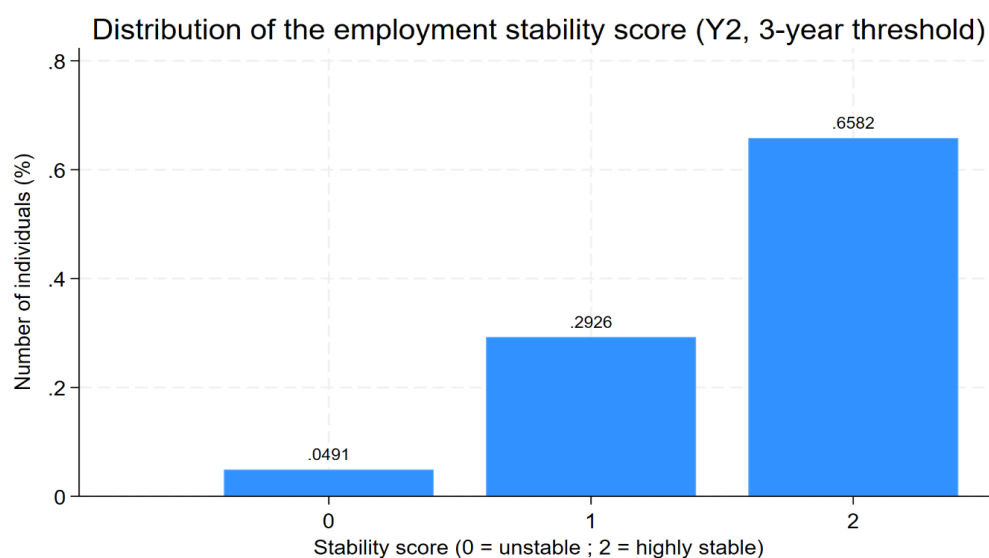
This scatterplot shows the average cross-country relationship between the share of older workers (aged 50–64) having recently transitioned through the labour market (x_{market}) and their average employment stability score (y_2 score), over the period 1998–2022. Each dot represents one country. The fitted line indicates a near-zero correlation, suggesting that the prevalence of mid-career transitions is not systematically associated with better or worse employment outcomes.

Figure B.2.11 – Distribution of the Employment Stability Score (Y_2 , 1-year threshold)
Based on two criteria: job tenure ≥ 1 year and full-time status



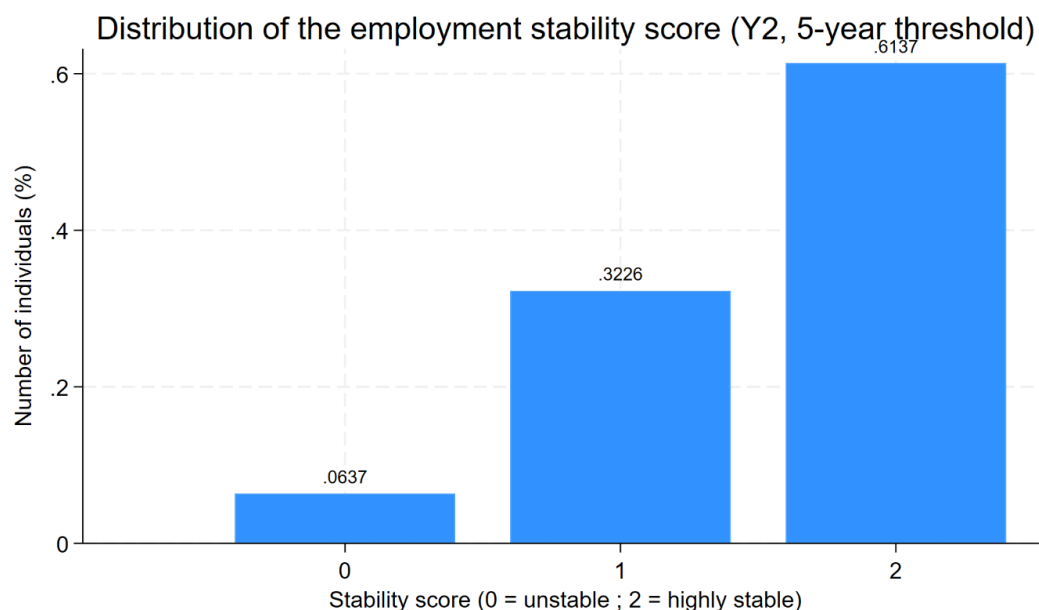
This figure shows the distribution of the employment stability score (Y_2) among individuals aged 50 to 64 who have re-entered employment. The score ranges from 0 to 2, depending on how many of the following criteria are met: (1) having held the current job for at least one year, and (2) being employed full-time. Across the full sample ($n = 11,716,740$), 71.2% of individuals meet both criteria (score = 2), 26.0% meet only one (score = 1), and 2.9% meet neither (score = 0). This distribution illustrates a wide heterogeneity in employment trajectories after age 50, and supports the use of Y_2 as a synthetic measure of job stability.

Figure B.2.12 – Distribution of the Employment Stability Score (Y_2 , 3-year threshold)
Based on two criteria: job tenure ≥ 3 years and full-time status



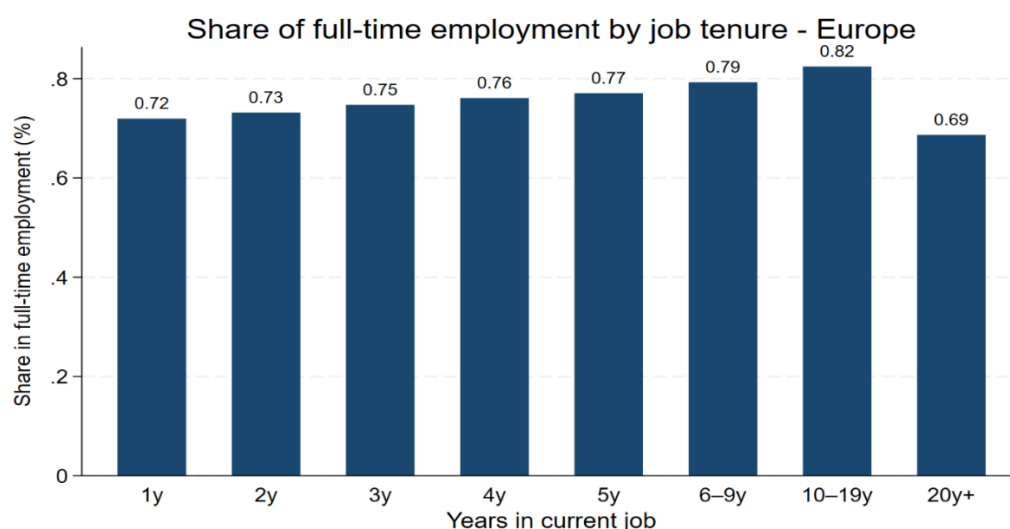
This figure displays the distribution of the employment stability score (Y_2) based on a stricter definition: (1) having held the current job for at least 3 years, and (2) working full-time. Among the sample of individuals aged 50–64 ($n = 11,716,740$), 65.8% meet both criteria (score = 2), 29.3% meet only one (score = 1), and 4.9% meet none (score = 0). Compared to the 1-year threshold, the share of "fully stable" transitions decreases slightly, highlighting that a portion of recent entries into employment may not yet reflect long-term stability.

Figure B.2.13 – Distribution of the Employment Stability Score (Y₂, 5-year threshold).
Based on two criteria: job tenure ≥ 5 years and full-time status



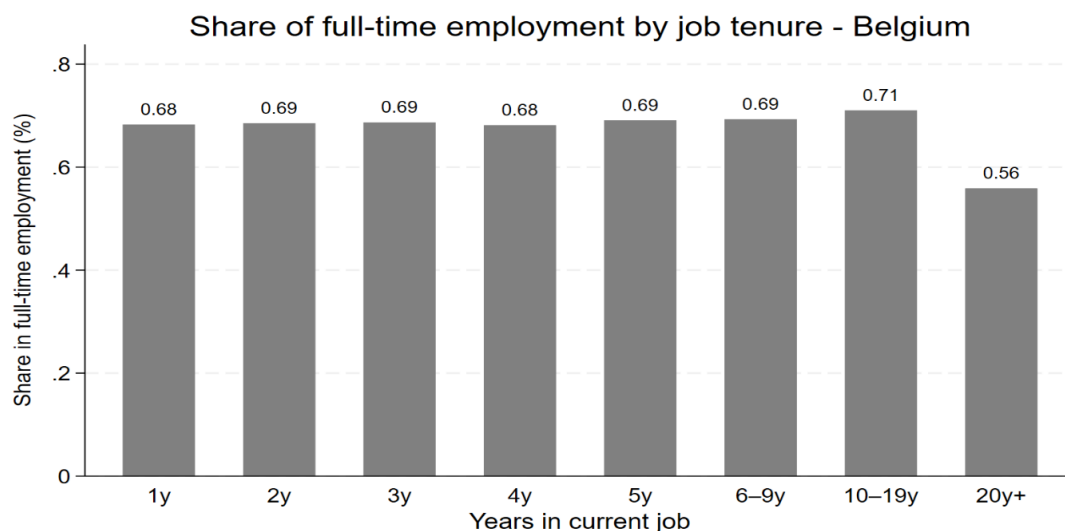
This figure displays the distribution of the employment stability score (Y₂) based on a demanding definition: (1) having held the current job for at least 5 years, and (2) working full-time. In this case, 61.3% of individuals meet both criteria (score = 2), 32.3% meet only one (score = 1), and 6.4% meet none (score = 0). The drop in "highly stable" trajectories underlines the recency of many post-50 job entries and may reflect either the natural timing of transitions or a potential mismatch with long-term employment expectations.

Figure B.2.14 – Share of Full-time Employment by Job Tenure (Europe)
All workers already meet the ≥ 1 -year tenure criterion



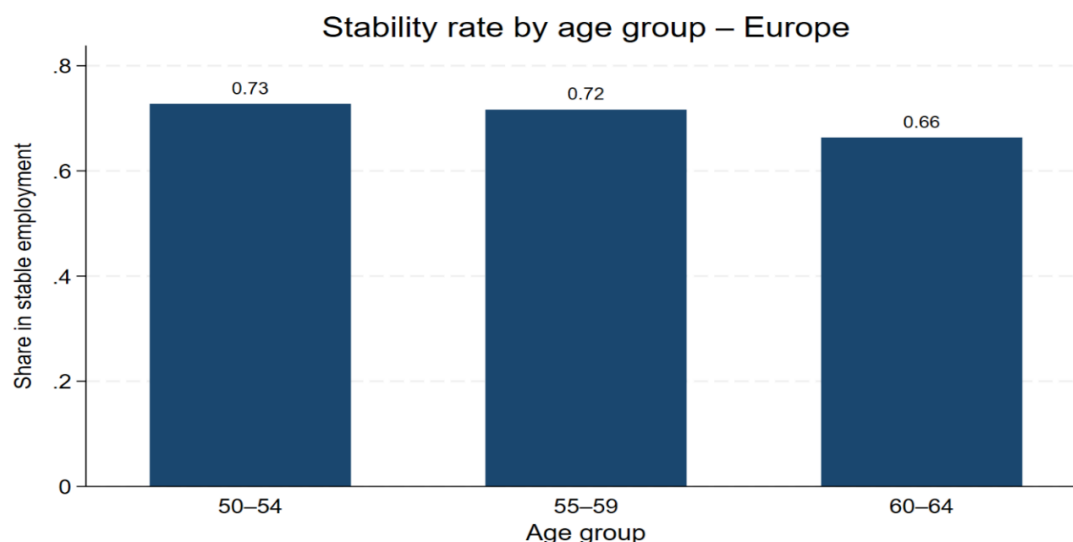
This bar chart displays the share of workers aged 50–64 in full-time job by job tenure category, for the pooled European sample. Full-time job rates increase with job tenure, from 72% for workers with 1 year of tenure to 82% for those with 10–19 years. Workers with more than 20 years of tenure show a slightly lower full-time rate (69%), possibly reflecting specific labour market exit patterns in this group.

Figure B.2.15 – Share of Full-Time Employment by Job Tenure (Belgium)
All workers already meet the ≥ 1 -year tenure criterion



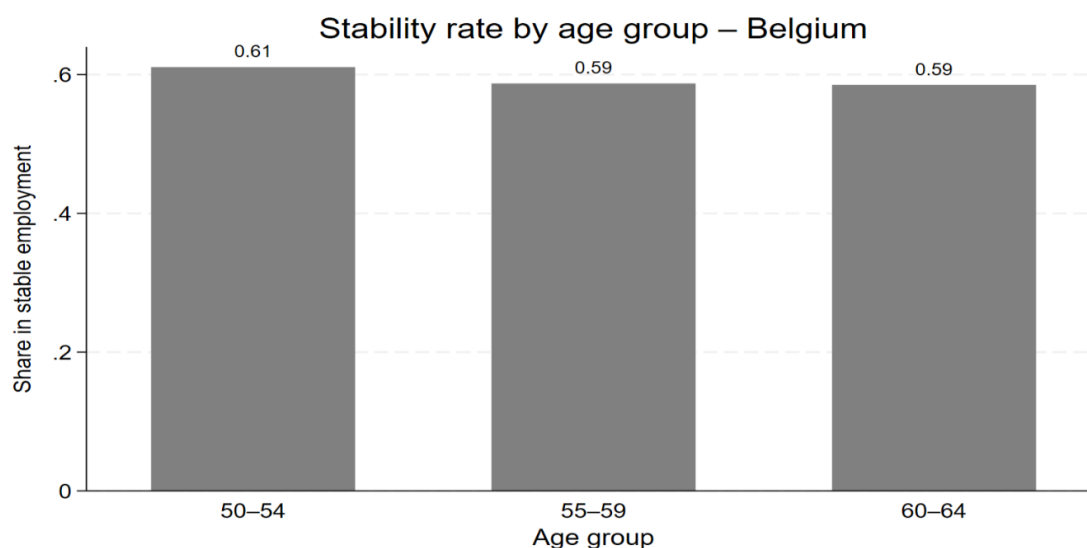
This bar chart displays the share of Belgian workers aged 50–64 in full-time jobs by job tenure category. Full-time job rates remain relatively flat across tenure groups, hovering around 68–71% up to 19 years of tenure. Workers with more than 20 years of tenure show a notably lower full-time rate (56%), possibly reflecting a higher prevalence of part-time work or phased retirement in this group. Compared to the European average, Belgium shows lower full-time rates across all tenure categories and a sharper drop after 20 years.

Figure B.2.16 – Share of Stable Employment by Age Group (Europe)
Stable employment defined as full-time job with tenure ≥ 1 year



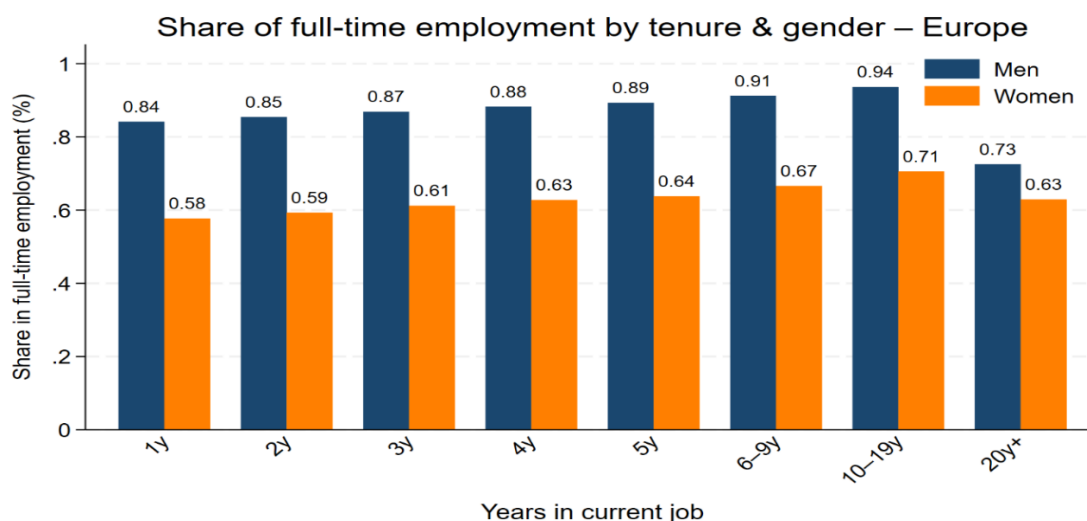
This bar chart shows the share of workers aged 50–64 in stable employment, defined as holding a full-time job with at least one year of tenure, across three age groups in the pooled European sample. Stability rates slightly decline with age, from 73% for workers aged 50–54 to 72% for those aged 55–59, and to 66% for those aged 60–64. The lower rate among the oldest group likely reflects the shorter career horizon of workers aged 60–64 making them more prone to job changes, part-time arrangements, or phased retirement.

Figure B.2.17 – Share of Stable Employment by Age Group (Belgium)
Stable employment defined as full-time job with tenure ≥ 1 year



This bar chart shows the share of Belgian workers aged 50–64 in stable employment, defined as holding a full-time job with at least one year of tenure, across three age groups. Stability rates are relatively flat: 61% for those aged 50–54, and 59% for both the 55–59 and 60–64 age groups. Unlike the European average, the decline with age is minimal in Belgium, suggesting that the shorter career horizon of older workers (60–64) has less impact on stability rates, possibly due to specific institutional or labour market characteristics in Belgium.

Figure B.2.18. – Share of Full-Time Employment by Job Tenure & Gender (Europe)
All workers in the sample already meet the ≥ 1 -year tenure criterion.



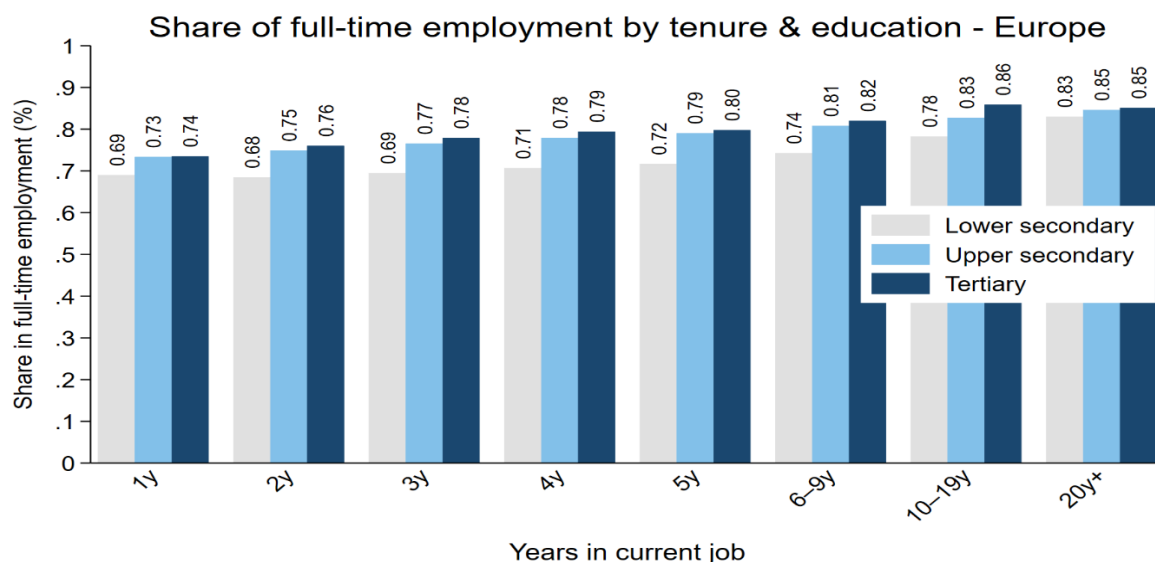
This bar chart shows the share of workers aged 50–64 in full-time employment across job tenure categories, separately for men (blue) and women (orange), for the pooled European sample. Across all tenure categories, men consistently exhibit higher full-time employment rates than women. The gap is largest for short tenures (e.g., 1 year: 84% vs. 58%) and tends to narrow slightly for longer tenures (e.g., 10–19 years: 94% vs. 71%). For both genders, the full-time share generally increases with tenure, before dropping in the 20+ years category, likely reflecting phased retirement or a shift towards part-time arrangements.

Figure B.2.19 – Share of Full-Time Employment by Job Tenure and Gender (Belgium)
All workers in the sample already meet the ≥ 1 -year tenure criterion.



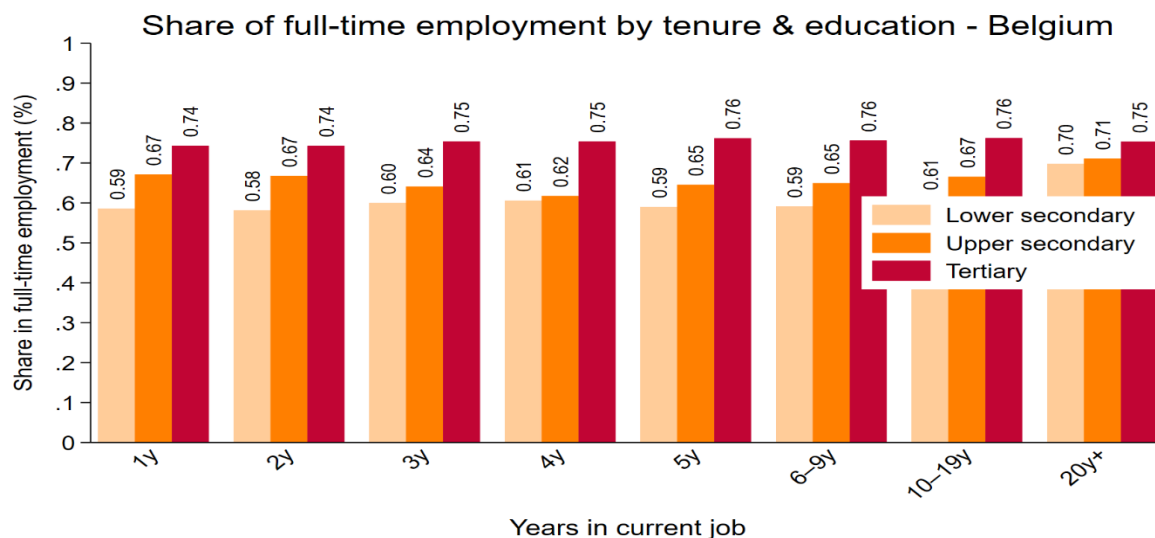
This bar chart shows the share of workers aged 50–64 in full-time employment across job tenure categories, separately for men (grey) and women (orange), for the Belgian sample. As in the European sample, men consistently have higher full-time employment rates than women, with a large and persistent gender gap (e.g., 1 year: 84% vs. 47%). Unlike in the European average, the gap in Belgium remains wide across all tenure categories, with women's rates showing little variation over tenure. Both genders display a drop in full-time rates after 20 years of tenure, likely due to transitions to part-time work or phased retirement.

Figure B.2.20 – Share of Full-Time Employment by Tenure and Education (Europe)
All workers already meet the ≥ 1 -year tenure criterion.



This bar chart shows the share of workers aged 50–64 in full-time employment, broken down by job tenure categories and highest education level (lower secondary, upper secondary, tertiary) for the pooled European sample. For all education groups, the share of full-time workers rises with job tenure, peaking around the 10–19 years category (83–86%). Differences between education levels are modest but consistent: tertiary-educated workers exhibit slightly higher full-time rates across most tenure categories, while lower-secondary workers tend to show the lowest.

Figure B.2.21 – Share of Full-Time Employment by Tenure and Education (Belgium)
All workers already meet the ≥ 1 -year tenure criterion.



This bar chart presents the share of Belgian workers aged 50–64 in full-time employment, broken down by job tenure categories and highest education level (lower secondary, upper secondary, tertiary). As in the European sample, tertiary-educated workers display the highest rates of full-time employment across tenure categories, but the overall levels are lower than the European average. Full-time rates peak for tertiary-educated workers with 3–5 years of tenure (75%) and 20+ years of tenure (75%), while lower-secondary workers remain below 61% in all tenure categories.

C. Methodological and Descriptive Appendices

Table C.1 – Temporal Coverage of the Aggregated Dataset (Macro Analysis)

Number	Country	Min year	Max year	Total years	Observations
1	Austria	1998	2022	25	1694
2	Belgium	1998	2022	25	1679
3	Bulgaria	2008	2022	15	1264
4	Switzerland	2010	2022	13	1393
5	Cyprus	1999	2022	24	1668
6	Czechia	1998	2022	25	150
7	Germany	2017	2022	6	636
8	Denmark	1998	2022	25	1829
9	Estonia	1998	2022	25	1523
10	Spain	2005	2022	18	1580
11	Finland	1998	2022	25	1525
12	France	1998	2022	25	2019
13	Greece	1998	2022	25	1749
14	Croatia	2002	2022	21	1430
15	Hungary	1999	2022	24	1542
16	Ireland	1998	2022	25	150
17	Iceland	1998	2022	25	134
18	Italy	1998	2022	25	1650
19	Lithuania	1998	2022	25	1717
20	Luxembourg	1999	2022	24	1698
21	Latvia	2001	2022	22	1506
22	Malta	2009	2022	14	94
23	Netherlands	2000	2022	23	148
24	Norway	1998	2022	25	861
25	Poland	1998	2022	25	1861
26	Portugal	1998	2022	25	1801
27	Romania	2002	2022	21	1445
28	Sweden	1998	2022	25	1783
29	Slovenia	1998	2022	25	1674
30	Slovakia	2001	2022	22	128

The table below displays, for each country included in the aggregated EU-LFS dataset, the period of data availability (first and last year of observation), the total number of years covered, and the total number of group level observations. The dataset includes 30 European countries between 1998 and 2022, aggregated by year, country, gender, age group, and education level.

Table C.2 – Filtering Steps Applied to the Micro Dataset

Step	Description	Observations remaining
1	Initial EU-LFS microdata (all countries, 1983-2022)	117,XXX,XXX
2	Age restriction: 50-64	21,119,264
3	Employment status: employed (ILO definition)	11,716,740
4	Availability of tenure information (x_market variable)	10,389,505
5	Final sample	10,389,505

The table below summarises the successive filtering steps applied to the EU-LFS microdata in order to construct the analytical sample used in the micro-level analysis (Objective 2). Step 4 corresponds to the implicit filtering caused by the construction of the x_market variables, which require non-missing information on job tenure (durwk_). Observations with missing tenure are therefore excluded from all models using these variables.

Table C.3 – Temporal Coverage of the Filtered Micro Dataset (Micro Analysis)

Number	Country	Min year	Max year	Total years	Observations
1	Austria	1995	2022	28	471 228
2	Belgium	1992	2022	31	211 860
3	Bulgaria	2001	2022	22	136 120
4	Switzerland	1996	2022	27	253 368
5	Cyprus	1999	2022	24	95 581
6	Germany	1992	2022	31	1 230 070
7	Denmark	1992	2022	31	361 194
8	Estonia	1997	2022	26	72 566
9	Spain	1992	2022	31	442 521
10	Finland	1995	2022	28	124 155
11	France	1992	2022	31	991 432
12	Greece	1992	2022	31	576 423
13	Croatia	2002	2022	21	81 844
14	Hungary	1997	2022	26	553 220
15	Italy	1992	2022	31	1 415 745
16	Lithuania	1998	2022	25	178 204
17	Luxembourg	1992	2022	31	67 787
18	Latvia	2001	2022	22	70 795
19	Norway	1995	2022	28	99 193
20	Poland	1997	2022	26	618 803
21	Portugal	1992	2022	31	408 436
22	Romania	2002	2022	21	508 510
23	Sweden	1995	2022	28	853 543
24	Slovenia	1996	2022	27	165 768
25	United-Kingdom	1992	2019	28	401 139

The table below displays, for each country included in the filtered EU-LFS micro dataset (final analytical sample), the period of data availability (first and last year of observation), the total number of years covered, and the total number of individual-level observations. The dataset includes 31 European countries between Min year and 2022, after applying the age restriction (50–64), employment status filter, and the requirement of non-missing tenure information for the construction of the x_{market} variables.

Table C.4 – Dependent Variable (Y₂): Why Sector/Profession Continuity were Dropped

Table C.4.1 – The Sample Used is all the Individuals between 50-64 Years Old

Criterion	EU-LFS variable(s)	Operational definition	Non-missing (%)	Valid (non-missing & not "unknown") (%)	Notes
(1) Tenure ≥ 1 year	durwk_	durwk_ ≥ 1	49.19	49.19	Broadly available for employed people.
(2) Full-time	pt_	pt_ = 0	55.11	55.11	Broadly available for employed people.
(3) Same sector	nace, nace_pr	nace == nace_pr	30.09	0.00	nace_pr mostly missing; the 30% present are always coded 9 = "unknown/other" → not usable.
(4) Same profession	isco, isco_pr	isco == isco_pr	8.09	8.09	isco_pr only reported for 8.09% of the sample.

"Non-missing" = share of observations with the variable present.

"Valid" = excludes survey default codes (e.g., 999 for isco_pr, 9 for nace/_pr).

Figures refer to the full 50–64 sample used in Section 3.3.3, regardless of current employment status.

Table C.4.2 – The Sample Used is all the Employed Individuals between 50-64 Years Old

Criterion	EU-LFS variable(s)	Operational definition	Non-missing (%)	Valid (non-missing & not "unknown") (%)	Notes
(1) Tenure ≥ 1 year	durwk_	durwk_ ≥ 1	88.67	88.67	Nearly complete among employed people.
(2) Full-time	pt_	pt_ = 0	99.33	99.33	Nearly complete among employed people.
(3) Same sector	nace, nace_pr	nace == nace_pr	30.09	0.00	nace_pr mostly missing; the 30% present are always coded 9 = "unknown/other" → not usable.
(4) Same profession	isco, isco_pr	isco == isco_pr	8.09	8.09	isco_pr only reported for 8.09% of the sample.

"Non-missing" = share of observations with the variable present.

"Valid" = excludes survey default codes (e.g., 999 for isco_pr, 9 for nace/_pr).

Figures refer to the 50–64 sub-sample restricted to those currently in employment. Compared to Table A.4.1 (full 50–64 sample), the first two criteria show much higher coverage among the employed, while sector and profession continuity remain poorly recorded.