

Structural factors

1. Social Policy (pensions, health care etc.)
2. Immigration policy
3. Societal structures (institutional racism, gender norms etc.)
4. Employment policy (credential recognition, training etc.)
5. Economic context (recessions, booms)

Individual factors

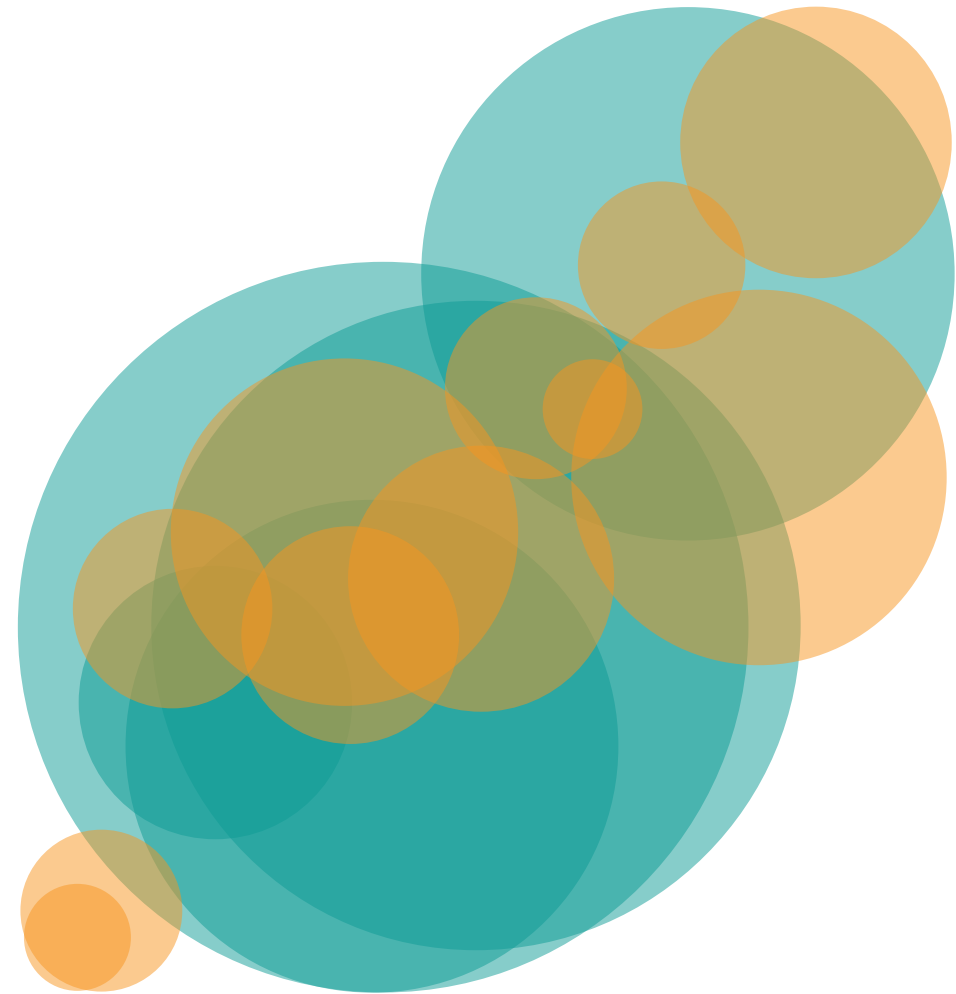
1. Education
2. Age upon migration
3. Speed of entry into workplace
4. Retirement Plans
5. Language Skills
6. Credentials
7. Family Status
8. Employment
9. Gender
10. Health Income
11. Ethno-cultural background

Age Effects

Retirement
•
Work
•
Settlement
•
Pre Immigration

Period Effects

WWI • Great Depression • WWII • Post War Era • Recessions • Globalization



Cohort Effects

Pre Baby Boom
1901-1946

Baby Boom
1947-1966

Post Baby Boom
1967-1979



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