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# Inequality over the life course

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# Intragenerational Mobility and Career Fluidity in France Over Birth Cohorts and Across Age (1970-2015): The Role of Counter-Mobility and Other Types of Career Patterns

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Based on the FQP surveys, this research examines time trends in intragenerational mobility in France from 1970 to 2015. The dynamics of intragenerational mobility are characterized first by an overall increase in work-life mobility from 1970 to 2003 and second by a decrease between 2003 and 2015 for men and by a constant increase for women. On the other hand, employment status mobility has been steadily declining for both genders. However, a more detailed analysis of the mobility patterns reveals that without removing the proportion of counter-mobility types of movements from the measure of intragenerational mobility, one would systematically overestimate the rate of (social) intragenerational mobility. Moreover, it is only for women that we detect any change in social fluidity, implying a reduction in the rigidity of the intragenerational mobility regime. Finally, we extend the previous results by adopting a cohort perspective, and by implementing the Goodman-Hout approach.

**Keywords:** intragenerational mobility, counter mobility, career paths, cohort perspective, career fluidity

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