

# What Do Workers Get From Job Mobility?

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# Sociology and Job Mobility

- Sociology sees inequality as stemming from *position in a structure*, not the *characteristics* of those holding the position
- Quits and promotions (voluntary mobility) are assumed a mechanism for improving wages and working conditions (outcomes)
- This approach is the basis of the “Sociology of Life-Chances”
  - What about precarity and the rise of increased movement?

# Voluntary mobility and outcomes, key assumption

- Sorensen (1975: p460) suggested *“A person may be assumed to shift jobs voluntarily if he can obtain a better job”*
- Hachen (1990: p 320) claimed *“... in industrial societies, individual attainment... is in large part a function of job changes”*.
- Since rewards are specific to positions in a labour market, only a change in positions can lead to a change in rewards.
  - Sorensen (1977: p967) assumes *“different people in the same job will obtain the same rewards... the same person will obtain different rewards in different jobs”*.
  - Only a change in job can lead to a change in reward

# Previous findings: Quits

- Quitting leads to premiums in pay (Kronberg, 2013, Reichelt and Abraham, 2017, Keith and McWilliams, 1999)
- Quitting is a strategy for improving subjective feelings about work, but not pay (Sallaz, 2018, Gesthuizen and Dagevos, 2008)
- Quitting contains no premiums in pay. Where premiums exist, they depend on country institutions (Pavlopoulos et al, 2014)
- Quitting is a strategy for improving pay, but only affects a core workforce (Cha, 2013, Fuller, 2008)

# Previous findings: Promotions

- Promotions have a stronger effect on pay than quits (Gesthuizen and Dagevos, 2008, Le Grand and Tahlin, 2002)
- Promotions have a weaker effect on pay than quits (Pavlopoulos et al. 2014)
- Promotions offer mixed rewards, depending on the person (Lu, 2018, Gesthuizen, 2009)

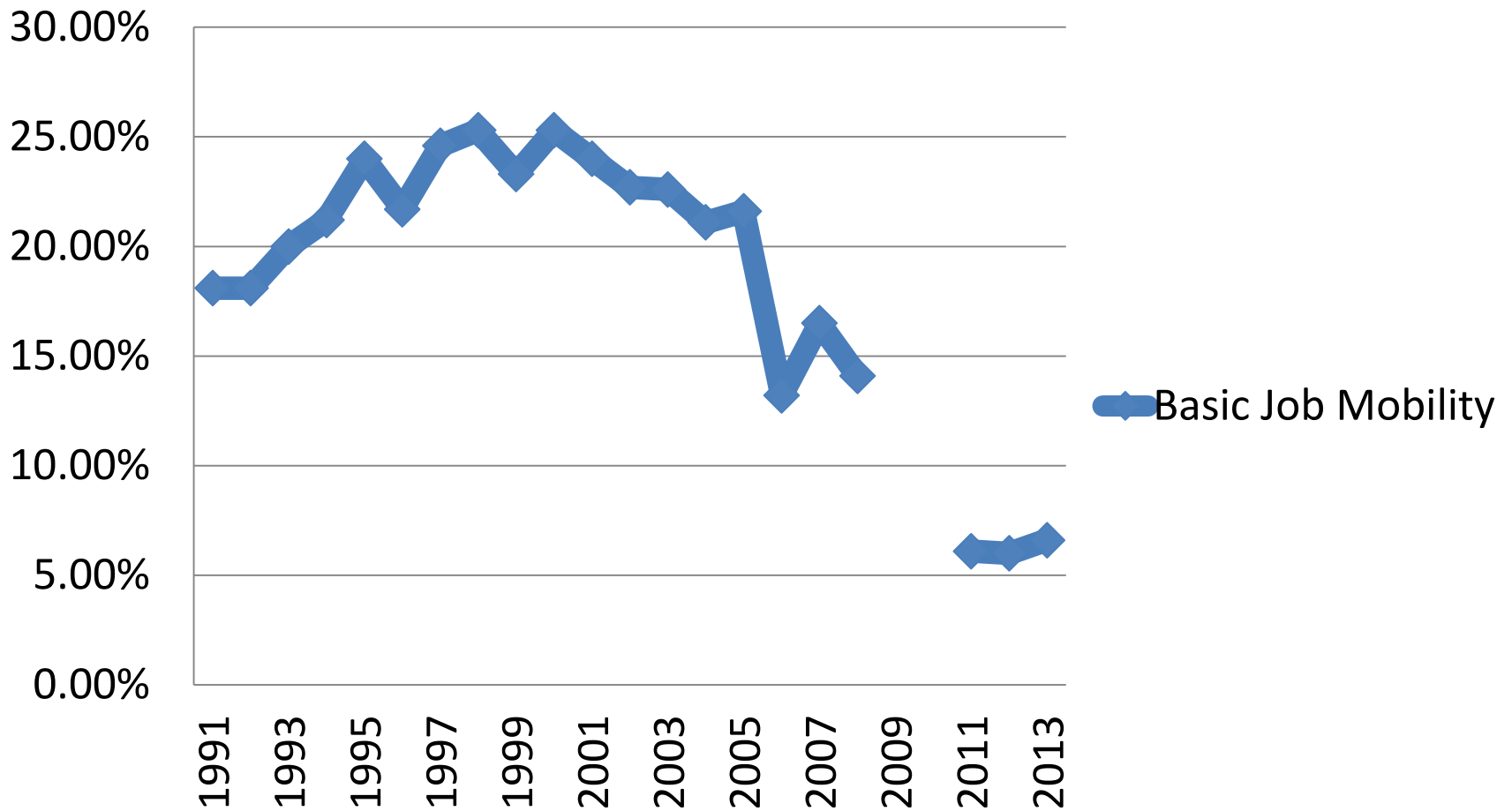
# Why does the theory differ so much from findings?

- What do workers get from mobility?
- If countries differ by voluntary mobility rates, does this mean that certain countries have more “good” jobs than others?
- There was less voluntary mobility in the past, does this mean that there are now more “good jobs”, than in the past?
- Why are countries with typically “good” working conditions so immobile?

# Methodology

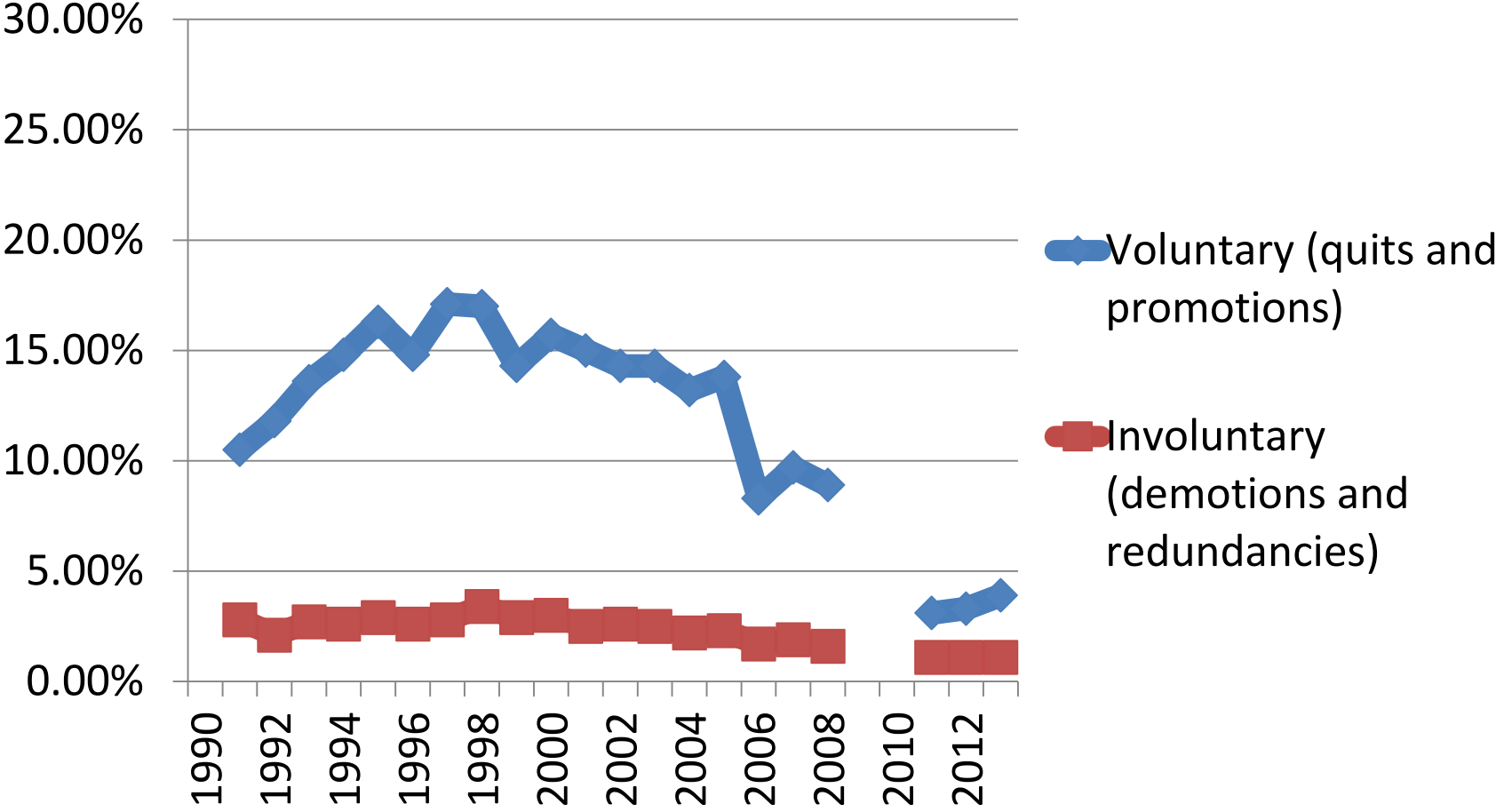
- Sample: nine rounds of the BHPS covering the pre-crisis period (2000-2008) (semi-balanced panel) .
- Measures: Subjective and objective work reward (INDRESP), controls (INDRESP), and job mobility (JOBHIST).
- Method: Linear fixed effects regression.
- Comparisons: F-test.

# Mobility Rate (1991-2013)

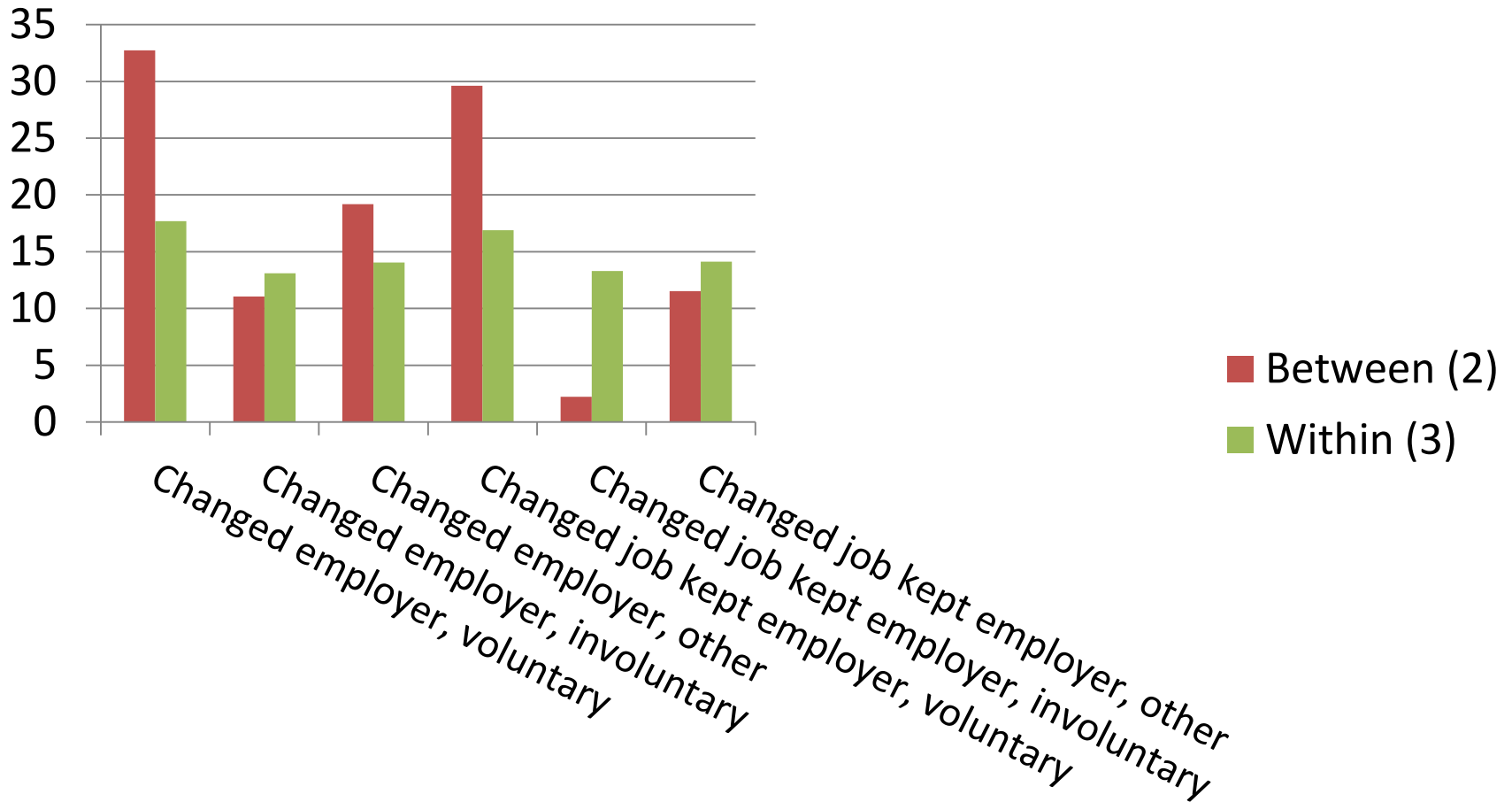




# Mobility Rate by Type of Mobility (1991-2013)



# How common is mobility between and within respondents (2000-2008)



# What do workers get from mobility?

## Subjective outcomes

	(1)	(2)	(3)
VARIABLES	Satisfaction with work, linear z-scores	Satisfaction with pay, linear z-scores	Satisfaction with time, linear z-scores
External voluntary	0.36***	0.24***	0.14***
	(0.03)	(0.02)	(0.02)
External involuntary	0.06	0.05	0.05
	(0.06)	(0.05)	(0.05)
Internal voluntary	0.18***	0.10***	0.04*
	(0.03)	(0.02)	(0.02)
Internal involuntary	-0.09	0.02	-0.00
	(0.12)	(0.11)	(0.12)
Constant	0.38	-0.19	0.01
	(0.25)	(0.27)	(0.24)
Observations	26,036	26,016	26,032
R-squared	0.02	0.07	0.14
Number of pid	3,698	3,698	3,698
Wave	10-18	10-18	10-18
Weights	Clustered SE	Clustered SE	Clustered SE

# What do workers get from mobility?

## Objective outcomes

	(1)	(2)	(3)
VARIABLES	Number of hours worked weekly	Log Gross monthly pay	Gross monthly wages (control for hours)
External voluntary	0.47***	0.01*	0.01
	(0.18)	(0.01)	(0.01)
External involuntary	-0.68	-0.07***	-0.05**
	(0.42)	(0.02)	(0.02)
Internal voluntary	-0.14	0.01*	0.02**
	(0.19)	(0.01)	(0.01)
Internal involuntary	-0.48	-0.09*	-0.09*
	(0.95)	(0.05)	(0.04)
Constant	34.93***	7.47***	6.85***
	(1.94)	(0.08)	(0.08)
Observations	26,020	26,057	26,020
R-squared	0.02	0.25	0.25
Number of pid	3,698	3,698	3,698
Wave	10-18	10-18	10-18
Weights	Clustered SE	Clustered SE	Clustered SE

# Results

- Voluntary internal and external mobility are distinctly different
- Subjective gains rely on external mobility
- Objective gains rely on internal mobility
- Conditions within the firm differ more than outside the firm, but this doesn't answer the pay premium found by those promoted

# Thank you

- [Ivan.privalko@dublincity.ie](mailto:Ivan.privalko@dublincity.ie)
- Paper archived at [www.socarxiv.org](http://www.socarxiv.org)
  - Privalko, I. (2018, May 15). Satisfied Movers Revisited. Retrieved from [osf.io/3y758](https://osf.io/3y758)