



# Job mobility and Outcomes in the UK & Germany

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WES Conference  
April 2017



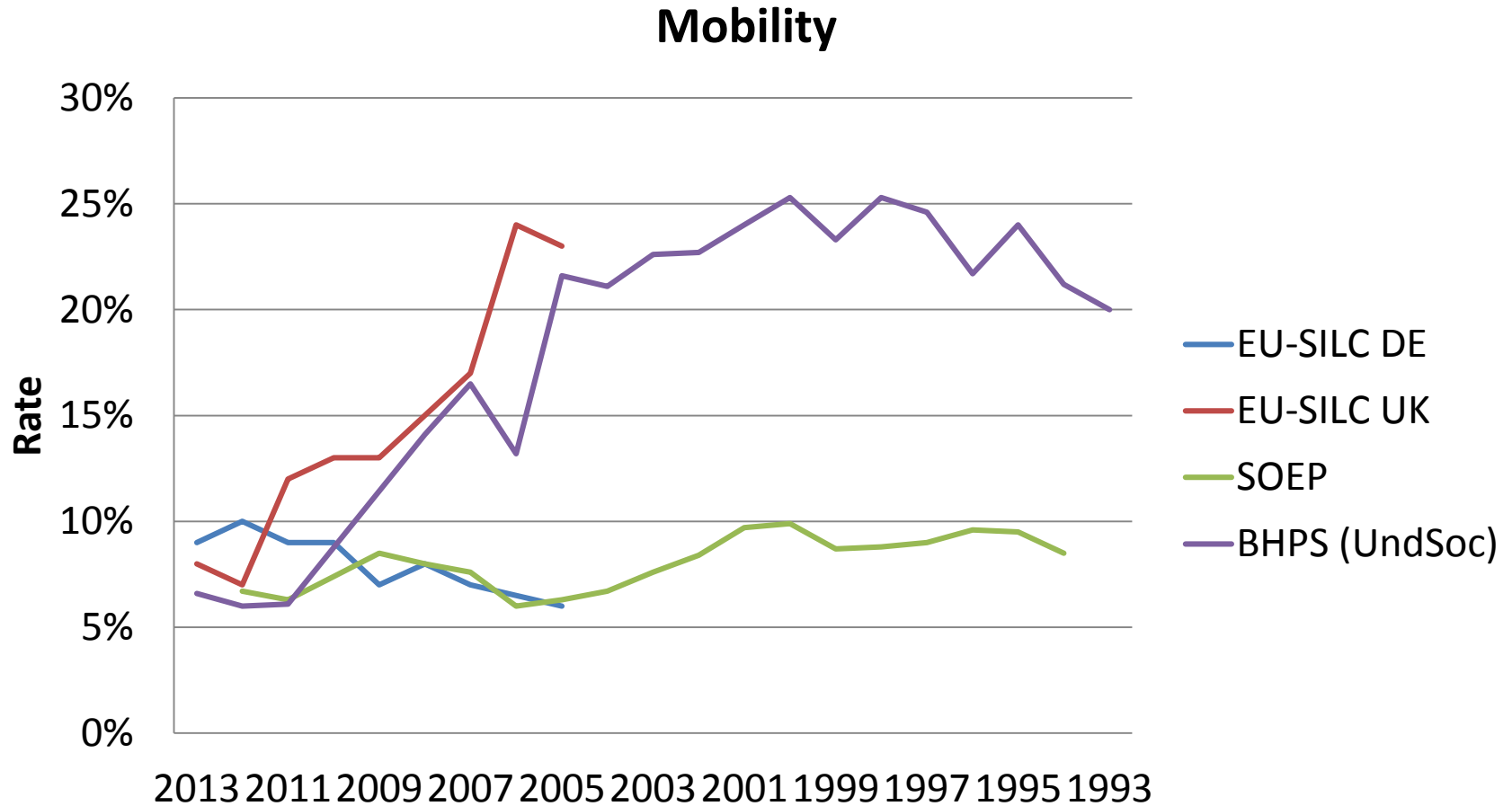
# Outline

- Present Thesis
- Floor and Ceiling Effects
- Patterns of Mobility
- Patterns of Mobility by Gender and Education
- Findings

# Thesis

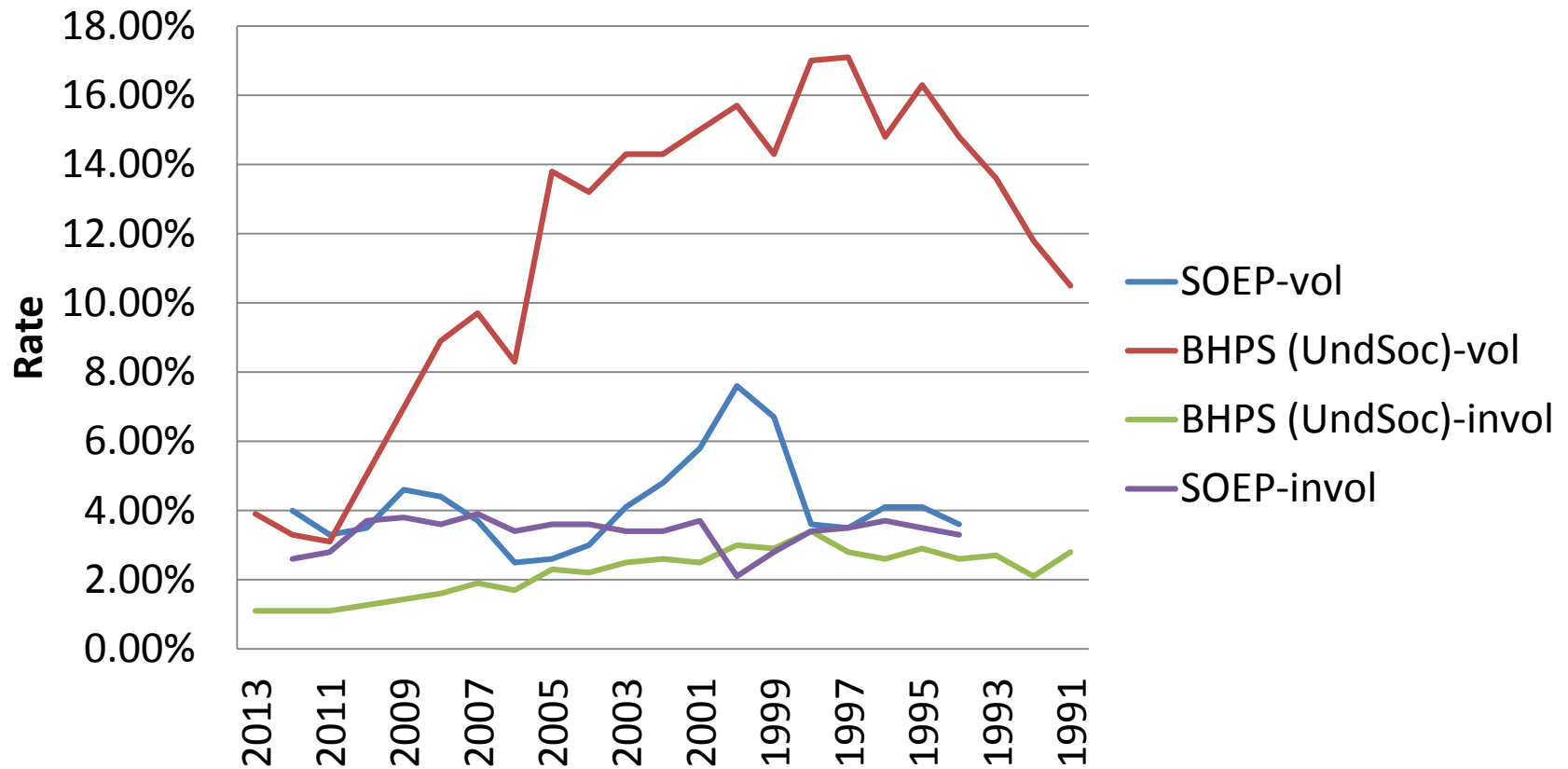
- I estimate worker “Return on Mobility” in Germany and the UK
- Three aims:
  - How does mobility affect outcomes? Do internal or external changes reward workers?
  - What are the differences between workers? Are all affected by mobility positively/negatively?
  - Do institutions play a part in shaping the relationship between mobility and outcomes?
- I run parallel case studies using DE/UK panels for the years 2000-2008.

# Mobility in Germany and the UK

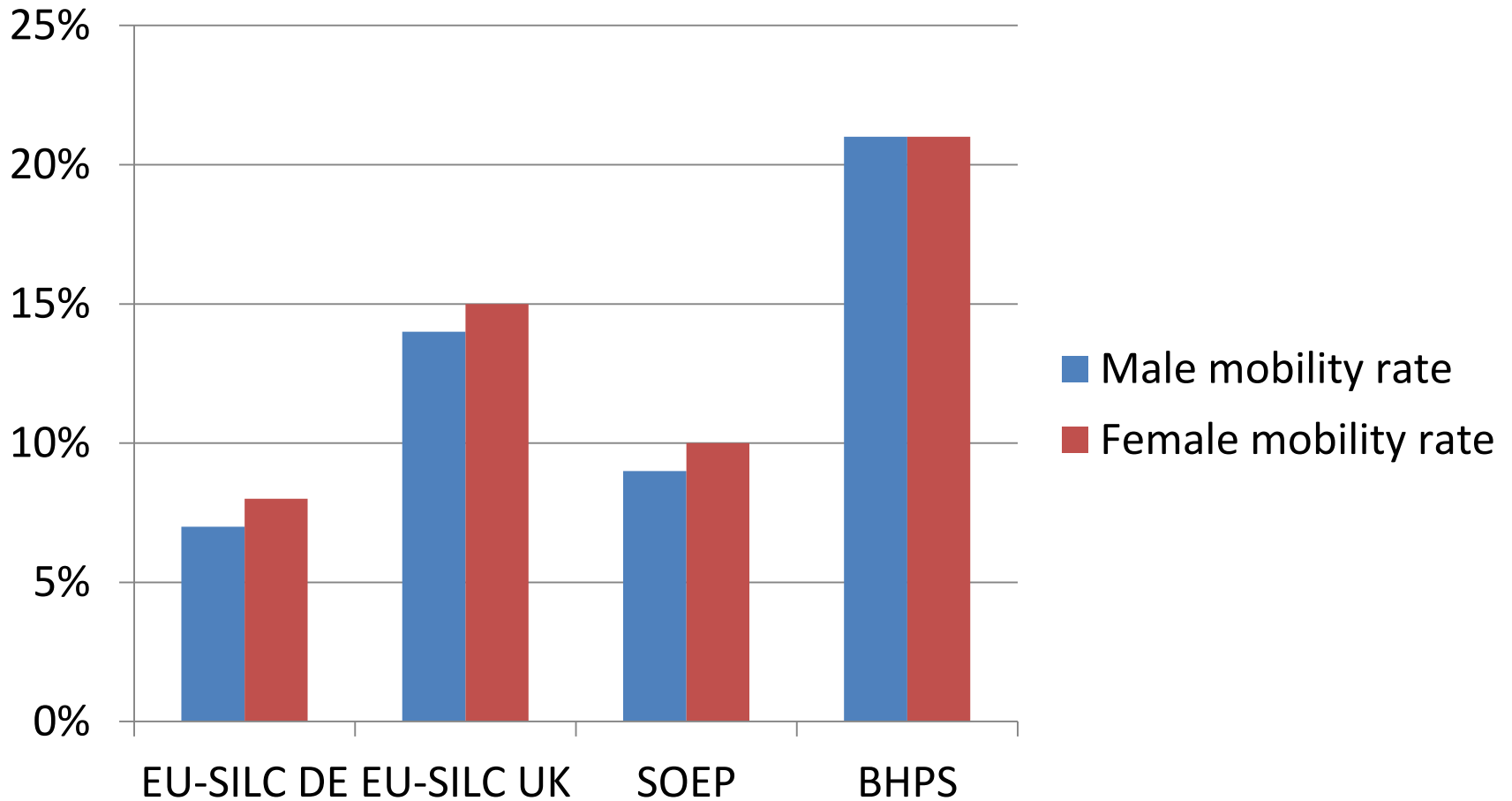


# How does mobility differ?

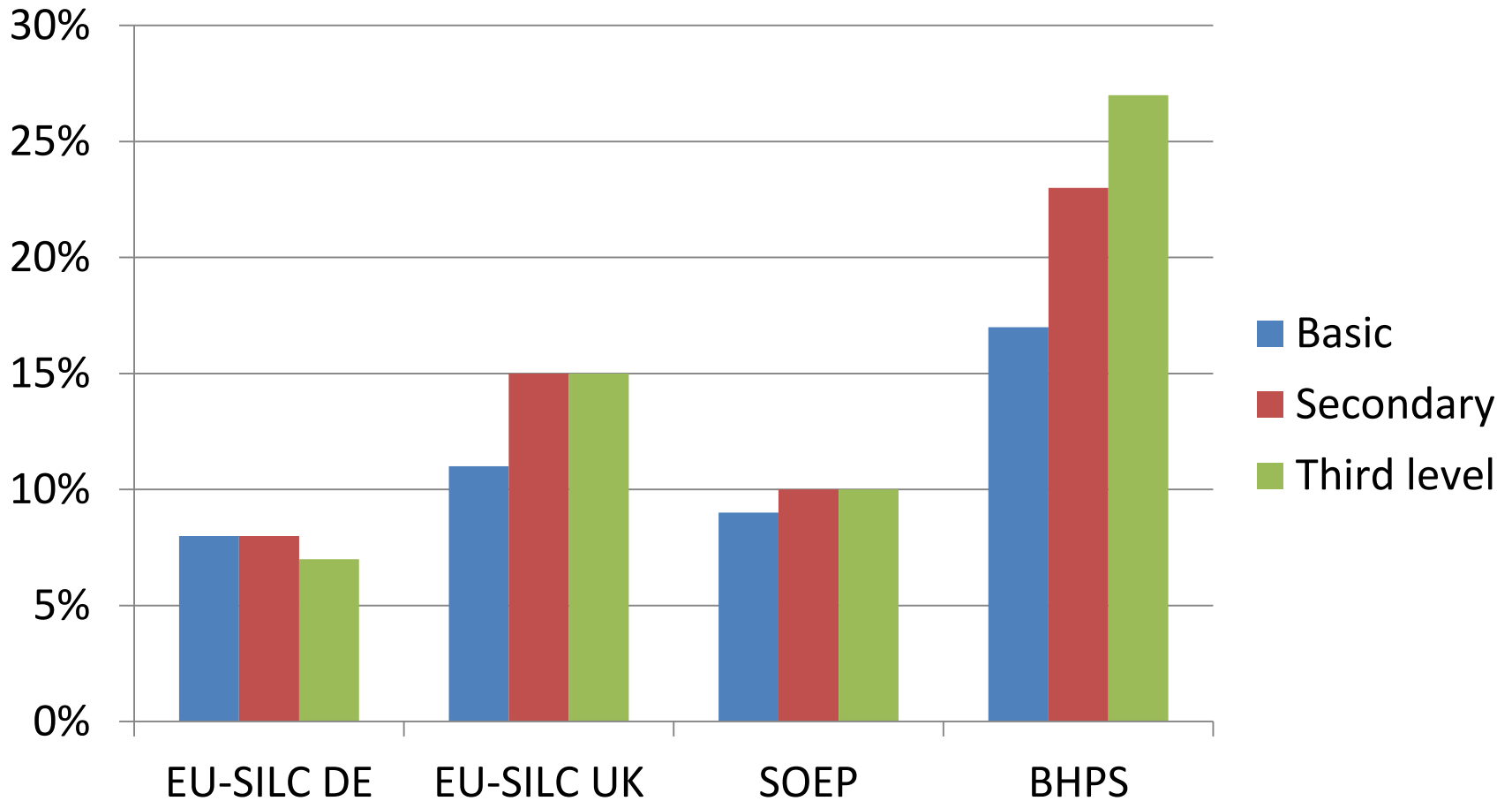
## Voluntary and Involuntary Mobility



# Basic mobility and gender



# Basic mobility and Education



# Findings

## Germany

- Voluntary inter-firm changes
  - Minor positive returns in satisfaction, but not for hours or pay.
  - No significant change in pay.
- Intra-firm changes
  - Minor positive returns in satisfaction
  - Positive returns in pay.
- Involuntary changes
  - No change in satisfaction
  - No change in pay.

## UK

- Voluntary inter-firm changes
  - Positive returns in satisfaction
  - Positive changes in gross monthly pay
- Voluntary intra-firm mobility
  - Minor positive returns in satisfaction
  - No significant change in pay
- Involuntary changes
  - No change in satisfaction
  - Large significant declines in pay



# Pay and Satisfaction with pay in the United Kingdom

	Satisfaction with pay	Log pay
Inter-firm voluntary	+ (***)	+ (***)
Inter-firm involuntary	/ (.)	-- (***)
Intra-firm voluntary	+ (***)	+ ( *)
Intra-firm involuntary	/ (.)	-- (**)
Observations	31,463	31,490
R-squared	0.07	0.18
Number of pid	6,917	6,920
Weight	clustered SE	clustered SE

# Pay and Satisfaction with pay in Germany

	Satisfaction with pay	Log pay
Inter-firm voluntary	/ (.)	-(*)
Inter-firm involuntary	/ (.)	/ (.)
Intra-firm change	/ (.)	+ (***)
Observations	32,749	30,013
R-squared	0.10	0.18
Number of pid	4,180	4,066
Weight	w11103	w11103

# Pay and Satisfaction with pay in the United Kingdom

	Satisfaction- 2 <sup>nd</sup> level	Satisfaction- 3 <sup>rd</sup> level	Log pay- 2 <sup>nd</sup> level	Log Pay- 3 <sup>rd</sup> level
Inter-firm voluntary	+ ++ (***)	++ (***)	+ (***)	/ (.)
Inter-firm involuntary	/ (.)	/ (.)	-- (***)	- (.)
Intra-firm voluntary	+ + (***)	++ (***)	/ (.)	+ (.)
Intra-firm involuntary	/ (.)	+ (.)	/ (.)	-- (.)
Observations	18,859	6,252	18,859	6,252
R-squared	0.02	0.03	0.17	0.25
Number of pid	4,092	1,450	4,092	1,450
Weight	clustered SE	clustered SE	clustered SE	clustered SE

# Pay and Satisfaction with pay in Germany

	Satisfaction- 2 <sup>nd</sup> level	Satisfaction- 3 <sup>rd</sup> level	Log pay- 2 <sup>nd</sup> level	Log pay- 3 <sup>rd</sup> level
Inter-firm voluntary	+ (.)	+ (.)	/ (.)	-/ (.)
Inter-firm involuntary	/ (.)	/ (.)	/	/
Intra-firm change	/ (.)	/ (.)	++ (**)	+ (.)
Observations	14,488	7,625	13,282	7,051
R-squared	0.10	0.11	0.18	0.23
Number of pid	1,848	993	1,803	964
Weight	w11103	w11103	w11103	w11103