



Job mobility in India

Empirical findings from field based survey

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Purpose of the paper

- To examine the extent and nature of job mobility
 - work status
 - occupation groups
 - Industry groups
- Whether structural shifts have led to improved access to jobs?
- What is the role of education in job mobility?
- What are the determinants of job mobility?
- Whether job mobility improves one's pay outcomes controlling for other factors?

Defining job mobility

Job mobility is defined as.

“as ability of workers to move up (or at times down) the scale of occupations inside an enterprise or from one enterprise to another within the same industry and across industries”

We are defining *Job mobility* as change in enterprise, change in work status, change across occupations, or change in industry groups

Review of literature

- Job mobility – largely researched in advanced countries
- Empirical evidence quite scant for India
- 1970s –
 - Job mobility - Papola and Subrahmanian (1975)
- 1990s –
 - Sectoral and Income mobility - Deshpande and Deshpande (1990); Acharya and Jose (1991)
- 2000's –
 - Income and labour mobility (Mitra, 2006; Pais, 2006)
 - Occupational mobility and castes (Deshpande and Palshikar, 2008)
 - Educational and occupation mobility (Jhilmam and Rajshri, 2010)
 - Mobility from informal to formal sector and vice versa (Maloney, Bosch – Latin American context)

Databases for Analysis

- All India Employment-Unemployment Survey data
 - During last 2 years, whether changed
 - Extent of job mobility over past 2 years (2.3%)
- IHD-IRMA database
 - Small module on work history of currently employed persons (main work only)
 - Information collected only partial - first job and last job
 - No information on number of job changes

Job mobility – Basic characteristics

- Extent of job mobility (11.5%)
 - Delhi(7%) Ranchi (19%)
- Males (95%) Females (5%)
- Across caste groups
 - SC (21%) ST (17%)
 - Other backward castes (34%)
 - Forward castes (28%)
- Across education groups
 - Illiterate (16.7%) Primary (14.5%) Middle (17.5%)
 - Sec./Higher Sec (36.8%)
 - Graduate and above (14.5%)

Number of years spent in the first job

| | Work status | | | | | |
|--------------------|--------------------|----------|----------------------|-------------------------------|----------------------|------------|
| | Own account worker | Employer | Unpaid family worker | Regular salaried/ wage worker | Casual wage labourer | Total |
| Less than 1 year | 1.0 | 0.0 | 14.3 | 0.8 | 3.1 | 1.6 (8) |
| 1 - 2 years | 6.2 | 0.0 | 42.9 | 15.3 | 14.7 | 13.7 (68) |
| 3 - 5 years | 20.6 | 0.0 | 14.3 | 24.0 | 21.7 | 22.6 (112) |
| 6 - 8 years | 17.5 | 0.0 | 14.3 | 17.9 | 20.2 | 18.3 (91) |
| 9 - 10 years | 12.4 | 100.0 | 14.3 | 13.0 | 12.4 | 12.9 (64) |
| 10- 15 years | 18.6 | 0.0 | 0.0 | 9.2 | 12.4 | 11.7 (58) |
| 15- 20 years | 14.4 | 0.0 | 0.0 | 9.5 | 8.5 | 10.1 (50) |
| More than 20 years | 9.3 | 0.0 | 0.0 | 10.3 | 7.0 | 9.1 (45) |
| | 100 (97) | 100 (1) | 100 (7) | 100 (262) | 100 (129) | 100 (496) |

Job mobility by work status

| | | Present/ Current job | | | | |
|--|------------------------|----------------------|----------|----------------------------|---------------------|-----------------------|
| | First job/ past job | Own account | Employer | Unpaid family worker | Regular salaried | Casual wage worker |
| Own account worker | 19.5 (97) | 35.1 | 4.1 | 1.0 | 43.3 | 16.5 |
| Employer | 0.2 (1) | 0.0 | 0.0 | 0.0 | 100.0 | 0.0 |
| Unpaid family worker | 1.4 (7) | 14.3 | 0.0 | 0.0 | 28.6 | 57.1 |
| Regular salaried/ wage worker | 52.9 (263) | 25.9 | 1.1 | 0.4 | 61.6 | 11.0 |
| Casual wage labourer | 26.0 (129) | 25.6 | 0.0 | 2.3 | 38.0 | 34.1 |
| Total | 100.0 (496) | 27.4 (136) | 1.4 (7) | 1.0 (5) | 51.5 (256) | 18.7 (93) |

Job mobility by occupation status

| | | Present Occupations | | | | | | |
|--------------------|------------------|---------------------|------------|----------|------------|----------|----------|---------------|
| | Past occupations | Professional | Managerial | Clerical | Sales | Service | Farmer | Prod. workers |
| Professional | 2.1 (10) | 60.0 | 0.0 | 0.0 | 10.0 | 10.0 | 0.0 | 10.0 |
| Managerial | 2.5 (12) | 0.0 | 58.3 | 8.3 | 8.3 | 0.0 | 0.0 | 16.7 |
| Clerical | 8.3 (39) | 0.0 | 10.3 | 41.0 | 25.6 | 5.1 | 2.6 | 10.3 |
| Sales | 24.8 (117) | 1.7 | 5.1 | 6.8 | 54.7 | 6.8 | 0.0 | 20.5 |
| Service | 10.4 (49) | 2.0 | 0.0 | 4.1 | 20.4 | 36.7 | 6.1 | 26.5 |
| Farmer | 6.8 (32) | 0.0 | 0.0 | 9.4 | 18.8 | 3.1 | 3.1 | 62.5 |
| Production workers | 45.1 (213) | 0.9 | 0.9 | 5.6 | 18.3 | 7.5 | 3.3 | 61.5 |
| | 100.0 (496) | 2.3 (11) | 4.0 (19) | 8.9 (42) | 27.8 (131) | 9.7 (46) | 2.5 (12) | 41.3 (195) |

Job mobility by Industry groups

| | | Present Industry group | | | | | |
|-------------------------|--------------------|------------------------|---------------|--------------|-------------------------|--------------------|-------------|
| | Old Industry group | Agriculture | Manufacturing | Construction | Low productive services | Banking, Insurance | Public Admn |
| Agriculture | 6.6 (33) | 0.0 | 24.2 | 27.3 | 39.4 | 3.0 | 6.1 |
| Manufacturing | 22.7 (113) | 3.5 | 50.4 | 4.4 | 37.2 | 0.9 | 3.5 |
| Construction | 15.3 (76) | 1.3 | 15.8 | 32.9 | 36.8 | 2.6 | 10.5 |
| Low productive services | 45.1 (224) | 1.8 | 7.6 | 11.2 | 67.9 | 2.2 | 9.4 |
| Banking, Insurance | 3.2 (16) | 0.0 | 6.3 | 0.0 | 18.8 | 56.3 | 18.8 |
| Public Admn. | 7.0 (35) | 0.0 | 11.4 | 5.7 | 31.4 | 5.7 | 45.7 |
| Total | 100.0 (496) | 1.8 (9) | 19.9 (99) | 13.3 (66) | 50.1 (249) | 4.0 (20) | 10.9 (54) |

Avenues of job search that help workers to access better/change jobs

| | Own account worker | Employer | Regular salaried/ wage worker | Casual wage labourer | Total |
|---|--------------------|----------|-------------------------------|----------------------|-------|
| Open advertisement for the job | 7.7 | 100.0 | 11.0 | 2.3 | 8.2 |
| With the help of public employment exchange | 0.0 | 0.0 | 1.9 | 0.0 | 1.0 |
| With the help of private placement agencies | 1.0 | 0.0 | 1.1 | 0.8 | 1.0 |
| With the help of relatives/ friends | 25.0 | 0.0 | 27.0 | 30.2 | 27.4 |
| Job fairs | 0.0 | 0.0 | 0.8 | 0.0 | 0.4 |
| Labor service company like Team Lease | 1.9 | 0.0 | 1.1 | 0.8 | 1.2 |
| Own knowledge and efforts | 58.7 | 0.0 | 52.1 | 57.4 | 54.7 |
| Contactor/middleman | 5.8 | 0.0 | 4.2 | 5.4 | 4.8 |
| Others | 0.0 | 0.0 | 0.8 | 3.1 | 1.2 |
| | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

Future work and analysis planned

- What is the nature of structural shifts in labour?
 - work status and industry group/ occupation group
- Whether mobility is confined to certain sections of workers? Are those in informal employment more exposed to job mobility than others?
- What is the role of education in job mobility?
- Whether workers can overtime through experience access better jobs?

Future work and analysis planned

- What are the determinants of job mobility?
 - Probit / Tobit model with personal (sex, age, education) and household characteristics (caste, hhsiz, dependants), work status, occupation groups, industry group, etc.
- Whether job mobility improves one's pay outcomes controlling for other factors?
 - Earnings function (with mobility dummy instead of incorporating mobility rates)