



Job mobility in India

Empirical findings from field based survey

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Purpose of the paper

- **Review of literature on job mobility in the Indian context**
- **To examine the extent and nature of job mobility**
 - **work status**
 - **occupation groups**
 - **Industry groups**
 - **Work contract**
 - **Enterprise type**
- **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:

“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“ (Acharya and Jose, 1991)

The concept further broadened over the years.

Mobility between employer (Job-to-job mobility)

Mobility between occupations and steps on career ladder

Mobility between different types of contracts

In and out of employment (employment mobility)

(Anderson et al., 2008, OECD)

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

Review of literature

- **Job mobility - largely researched in advanced countries**
- **Empirical evidence quite scant for India**
- **1970s-**
 - **Job mobility - Papola and Subrahmanian (1975), Johri (1974)**
- **1990s-**
 - **Sectoral and Income mobility - Deshpande and Deshpande (1990); Acharya and Jose (1991);**
 - **Mobility from most vulnerable to least vulnerable work statuses—Hariss et al.,(1991)**
- **2000's -**
 - **Income and labour mobility (Mitra, 2006; Pais, 2006)**
 - **Occupational mobility and castes (Deshpande and Palshikar, 2008)**
 - **Educational and occupation mobility (Jhilaam and Rajshri, 2010)**
 - **Mobility from informal to formal sector and vice versa (Maloney, Bosch - Latin American context)**
- **Most of these studies relate to urban households focussing on informal sector**

Databases for Analysis

- **All India Employment-Unemployment Survey data (NSSO)**
 - **During last 2 years, whether changed any job**
 - **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 current job**
 - **No information on number of job changes during first and current job**

Table 1: Job mobility during last two years preceding the date of survey

Change in	2004-05	2009-10
<i>Activity status</i>	0.70	0.50
Male	0.83	0.54
Females	0.35	0.38
<i>Industry</i>	0.89	0.63
Male	1.07	0.71
Females	0.38	0.38
<i>Occupation</i>	0.92	0.61
Male	1.09	0.67
Females	0.45	0.43
<i>Enterprise type</i>	7.29	4.56
Male	6.98	4.35
Females	8.14	5.26

Table 1: Job mobility during last two years preceding the date of survey

Change in	2004-05	2009-10
Caste groups		
Scheduled tribes	0.51	0.53
Scheduled castes	0.68	0.60
Other backward castes	0.66	0.48
Forward castes	0.84	0.41
Reasons for job mobility		
For better income and remuneration	38.8	46.2
Loss of earlier job due to retrenchment or closure of unit	12.6	7.4
Lack of work in the enterprise (for self-employed)	9.7	6.3

Job mobility - Basic characteristics

- **Extent of job mobility (8.2%)**
 - **Delhi (7%) Ranchi(19%)**
- **Males (9.2%) Females (2.5%)**
- **Across caste groups**
 - **SC(7%) ST(12.2%)**
 - **Other backward castes (7.9%)**
 - **Forward castes (8.8%)**
- **Across education groups**
 - **Illiterate (10%) Primary (7%) Middle (7.7%)**
 - **Sec/Higher Sec (8.6%)**
 - **Graduate and above (7.1%)Tech education-ITI (10.8%)**

Table 2: Job mobility among workers by sex, caste, education, age and migrant status

	Delhi	Ranchi	All
Job mobility	7.4	18.8	8.2
Male	8.0	22.8	9.0
Female	2.1	4.7	2.5
Caste groups			
Scheduled tribes	3.9	18.2	14.2
Scheduled castes	6.9	16.2	7.0
Other backward castes	6.4	19.6	7.9
Forward castes	8.5	19.4	8.8
Education groups			
Illiterate	9.6	13.3	10
Primary	6.0	22.3	7.0
Middle	6.9	19.3	7.7
Secondary/Higher secondary	7.8	19.2	8.6
Graduates	6.4	20.7	7.1
ITI/ Diploma	8.3	22.3	10.8
Technical education	5.2	28.6	6.8

Age groups (in years)			
17-24	3.0	5.3	3.2
25-34	5.7	14.8	6.4
35-44	8.0	25.6	9.1
45-54	10.6	23.0	11.6
55-64	12.9	20.8	13.7
Migrants			
Migrant	8.7	31.2	9.9
Non-Migrant	7.2	17.6	8.0

Source: Estimates based on Institute of Human Development (IHD) and Institute of Rural Management, Anand (IRMA) household survey of Delhi and Ranchi, 2010.

Number of years spent in the first job

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

Table 3: Mechanisms of obtaining a job, by caste

	Market forces	Relative s	Self-effort	Others
ST	17.2	21.6	56.5	4.6
SC	16.4	32.9	50.7	0.0
OBC	8.3	34.5	57.0	0.2
Forward caste	20.8	32.2	47.0	0.0
All workers	16.2	32.3	51.1	0.3

Table 4: Voluntary and Involuntary mobility

		Self-employed	Salaried	Casual	All
Delhi	Voluntary	13.5	74.3	12.2	55.6
	Involuntary	17.4	61.3	21.3	44.4
Ranchi	Voluntary	23.1	41.1	35.8	57.6
	Involuntary	28.4	41.1	30.5	42.4
All	Voluntary	15.1	68.7	16.1	55.9
Source: Same as table 3	Involuntary	19.1	58.1	22.8	44.1

Table 5: Nature of mobility among workers who changed jobs

	Delhi	Ranch i	All
Upward mobility 1	13.7	22.9	15.2
With fixed term contracts	1.4	6.2	2.2
With short-term contracts	4.4	0.7	3.8
With no written contracts	7.9	16.0	9.2
Upward Mobility 2			
Mobility from salaried to salaried work	47.1	22.6	43.1
No mobility	17.8	36.0	20.7
Downward mobility	21.4	18.4	20.9

Source: Same as table 1

Table 6: Job mobility across employment status and regions

Region	First empl. status	Emp. status in the first job	Upward mobility ¹ with			Upward mobility ² Sal. to Sal. mobility	No mobility	Downward mobility
			Fixed-contracts	Short-term contracts	No written contracts			
Delhi	Self-employed	4.0	1.4	17.6	31.7	0.0	49.3	0.0
	Salaried	10.1	0.0	0.0	0.0	68.7	0.0	31.3
	Casual labour	5.8	7.2	10.7	19.0	0.0	63.1	0.0
Ranchi	Self-employed	18.2	13.6	1.4	24.5	0.0	60.6	0.0
	Salaried	18.9	0.0	0.0	0.0	55.1	0.0	44.9
	Casual labour	22.2	8.2	1.0	29.3	0.0	61.5	0.0
All	Self-employed	4.9	4.4	13.6	29.9	0.0	52.1	0.0
	Salaried	10.6	0.0	0.0	0.0	67.3	0.0	32.7
	Casual labour	7.4	7.5	7.9	22.0	0.0	62.6	0.0

Source: Same as table 2.

Table 7: Job mobility across employment status and caste groups

Caste s	First empl. status	Emp. status in the first job	Upward mobility 1 with			Upward mobility 2 Sal. to Sal. mobility	No mobility	Downward mobility
			Fixed-contracts	Short-term contracts	No written contracts			
ST	Self-employed	13.2	5.3	0.0	16.0	0.0	78.7	0.0
	Salaried	12.6	0.0	0.0	0.0	60.8	0.0	39.2
	Casual labour	17.4	14.0	2.0	21.6	0.0	62.4	0.0
	All	14.2	7.3	0.9	12.7	22.4	42.2	14.5
SC	Self-employed	5.2	5.4	11.2	37.2	0.0	46.2	0.0
	Salaried	9.4	0.0	0.0	0.0	74.3	0.0	25.7
	Casual labour	4.5	0.0	9.7	37.9	0.0	52.4	0.0
	All	7.0	0.9	3.5	12.8	48.9	16.9	16.9
OBC	Self-employed	5.0	3.3	23.2	11.1	0.0	62.4	0.0
	Salaried	11.4	0.0	0.0	0.0	53.3	0.0	46.7
	Casual labour	5.9	0.0	0.0	24.7	0.0	75.3	0.0
	All	7.9	0.7	4.7	6.6	33.1	25.9	29.0
Forward castes	Self-employed	4.3	4.4	9.9	42.2	0.0	43.5	0.0
	Salaried	10.9	0.0	0.0	0.0	71.0	0.0	29.0
	Casual labour	11.9	15.0	14.2	8.7	0.0	62.1	0.0
	All	8.8	3.2	3.9	8.0	48.3	17.0	19.7

Source: Same as table 2.

Table 8: Job mobility across education groups

Region		Job mobility	Upward mobility ¹ with			Upward mobility ² Sal. to Sal. mobility	No mobility	Downward mobility
			Fixed-contracts	Short-term contracts	No written contracts			
Delhi	Illiterate	9.6	3.0	6.0	7.0	30.9	28.1	24.9
	Primary	6.0	0.0	0.0	13.0	28.8	30.4	27.8
	Middle	6.9	3.2	9.6	4.2	48.9	10.6	23.4
	Sec. and High Sec.	7.8	0.6	2.8	10.3	49.0	16.4	20.9
	Graduates	6.4	0.0	5.0	5.0	71.6	6.6	11.8
	ITI/Diploma	8.3	0.0	0.0	0.0	92.1	0.0	7.9
	Technical education	5.2	0.0	0.0	0.0	100.0	0.0	0.0
Ranchi	Illiterate	13.3	2.3	0.0	13.9	9.3	62.8	11.6
	Primary	22.3	2.3	0.0	18.1	9.0	57.0	13.6
	Middle	19.3	3.9	2.0	29.5	21.7	23.2	19.7
	Sec. and High Sec.	19.2	5.2	1.0	17.1	20.6	32.6	23.5
	Graduates	20.7	25.2	0.0	3.6	36.0	21.6	13.7
	ITI/Diploma	22.3	10.1	0.0	0.0	54.5	10.1	25.3
	Technical education	28.6	0.0	0.0	0.0	74.9	12.5	12.5

Source: Same as table 2.

Table 9: Job mobility across industry groups

Regions	Industry groups	Workers who left their first job (in %)	Industry groups				
			Agriculture	Manufacturing	Construction	Low productive services	High productive services
Delhi	Agriculture	28.6	0.0	100.0	0.0	0.0	0.0
	Manufacturing	10.5	0.0	51.8	1.8	42.2	4.2
	Construction	7.0	0.0	30.0	21.4	27.1	21.4
	Low productive services	6.7	0.0	12.7	10.4	64.7	12.2
	High Productive services	5.3	0.0	8.9	0.0	20.2	70.9
Ranchi	Agriculture	35.7	0.0	19.3	29.0	32.3	19.3
	Manufacturing	23.8	8.7	45.2	8.3	31.7	6.1
	Construction	17.4	1.9	9.3	38.1	40.8	9.7
	Low productive services	18.6	3.4	3.4	11.9	60.8	20.5
	High Productive services	16.7	0.0	6.6	8.7	41.1	43.7

Source: Same as table 2.

First occupation	% changed occupation			% share in total employment		
	Delhi	Ranchi	Total	Delhi	Ranchi	Total
Low paid occupations						
sweepers, sanitation workers, manual scavengers	0.00	0.00	0.00	1.73	1.68	1.73
domestic workers, cleaners, washerman, caretakers, gardener	1.30	6.00	1.70	5.25	5.59	5.27
home based workers, artisans, tailors, blacksmiths	1.70	1.90	1.70	3.57	3.64	3.58
street vendors, cobbler, other service providing on streets	7.20	13.20	7.40	6.57	3.38	6.35
construction workers, masons, plumbers, painters, welders	2.00	6.40	2.50	14.11	21.00	14.58
guards, loaders, coolie and packers	3.80	25.00	4.60	3.11	1.36	2.99
service providers, barbers, carpenter, priest, cook	3.70	7.10	4.10	2.38	4.91	2.56
agriculture related workers and cultivators	0.00	47.90	40.60	0.04	2.03	0.18
transport workers, drivers, conductors, rickshaw pullers	2.40	7.70	2.70	9.55	8.36	9.47
shop workers, assistants, peons, delivery boy, waiters	5.70	12.30	6.10	20.24	16.24	19.96
Better paid occupations						
small shop keepers, traders	2.00	2.10	2.00	13.15	13.13	13.15
electricians, mechanics, fitters, repairers	7.10	22.70	9.20	2.63	4.42	2.76
clerks, defence workers, police, constables	6.20	13.60	6.90	2.96	4.48	3.06
managers, operators, officers, engineers	1.70	5.30	1.80	14.71	9.78	14.37

Table 10: Determinants of job mobility

Variables	Job mobility	Upward mobility 1	Upward mobility 2	No mobility	Downward mobility
Age	0.003	0.00184	-0.00483	0.0049	0.00113
	-0.00349	-0.00153	-0.00601	-0.006	-0.00113
Age squared	-1.46E-05	-1.52E-05	-5.87E-06	-2.32E-05	-6.87E-06
	-4.10E-05	-1.79E-05	-7.35E-05	-7.33E-05	-1.30E-05
Female	-0.0561***	-0.0141***	0.211***	-0.185***	-0.00702
	-0.0108	-0.00508	-0.0288	-0.0266	-0.00485
Married	0.0226	0.00115	-0.0166	0.0289	-0.00654
	-0.0177	-0.00893	-0.0325	-0.0325	-0.00894
Hhold head	0.0313**	0.00721	0.0202	-0.0364	0.00501
	-0.0139	-0.00623	-0.0252	-0.0257	-0.00498
Hhold size	0.0033	0.00239**	-0.00554	0.00258	-0.000785
	-0.00243	-0.00106	-0.00434	-0.00439	-0.000862
Vol, mobility	0.948***	0.0981***	-0.144***	-0.275***	0.162***
	-0.00807	-0.0191	-0.0314	-0.0266	-0.0245
Total Annual Income	-6.15E-08	-6.00e-08***	-1.39e-07***	1.83e-07***	5.15E-09
	-4.29E-08	-2.23E-08	-4.55E-08	-4.57E-08	-1.06E-08
Informal Worker hhold	0.0181	-0.0101	-0.359***	0.354***	0.00677
	-0.0149	-0.00877	-0.0268	-0.0232	-0.00466
Migrant Household	0.0322**	0.00288	-0.00764	-0.00169	0.000191
	-0.0164	-0.00645	-0.0259	-0.0265	-0.00483

Source: Same as table 2.

Table 10: Contd....

Variables	Job mobility	Upward mobility 1	Upward mobility 2	No mobility	Downward mobility
Scheduled Tribe	0.0593***	0.0181*	-0.00425	-0.0137	-0.00582
	-0.0219	-0.00995	-0.032	-0.0322	-0.00421
Scheduled Caste	-0.0237*	-0.00761	0.116***	-0.0955***	-0.00747*
	-0.0123	-0.00522	-0.0247	-0.0241	-0.00387
Other backward caste	0.0111	-0.000687	-0.0109	-0.005	0.00429
	-0.0127	-0.0053	-0.0228	-0.0233	-0.0045
Illiterate	-0.0157	-0.0124	-0.216***	0.196***	0.0236
	-0.0312	-0.00983	-0.0576	-0.0742	-0.0365
Primary	-0.0364	-0.0171**	-0.233***	0.230***	0.0193
	-0.0252	-0.00777	-0.055	-0.0722	-0.0341
Middle	-0.0195	-0.0126	-0.147**	0.115	0.0254
	-0.0298	-0.00969	-0.0613	-0.0753	-0.0371
Secondary	-0.0268	-0.0195*	-0.105*	0.073	0.0261
	-0.0299	-0.0106	-0.0629	-0.0735	-0.0304
Graduate	-0.0286	-0.0179***	-0.068	0.0592	0.0122
	-0.0252	-0.00629	-0.0632	-0.0748	-0.0295
Diploma	0.0108	-0.0118	-0.0339	-0.0112	0.0339
	-0.0416	-0.00841	-0.0758	-0.0872	-0.0537

Source: Same as table 2.

Table 10: Contd....

Variables	Job mobility	Upward mobility 1	Upward mobility 2	No mobility	Downward mobility
Market forces	0.00557	0.0147	0.674***	0.103	-0.0124**
	-0.0355	-0.0217	-0.0244	-0.0722	-0.00633
Relatives/friends	0.0202	0.022	0.702***	0.152**	-0.00864
	-0.0374	-0.0226	-0.0316	-0.0683	-0.00888
Self-efforts	-0.00106	-0.00129	0.544***	0.403***	-0.00157
	-0.0331	-0.0156	-0.0489	-0.0571	-0.0117
Observations	4,356	4,356	4,356	4,356	4,356

Source: Same as table 2.

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	2.3	4.0	8.9	27.8	9.7	2.5	41.3