Age and Gender Difference in Quitting and Its Rewards

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Abstract

The article uses data from Russia's Longitudinal Monitoring Survey to consider age and sex differences in the probability and consequences of quitting. It argues that overall quit rates are similar for young men and women, but gender differences emerge among older workers. When several personal and job characteristics are held constant, however, the quit rates of young men and women are about the same, suggesting gender differences can be explained by early career sorting. When controlling for individual heterogeneity (through the use of fixed effects estimation), it is found that, for all race and sex groups, quitting does not improve current wages. However, promotions contain a significant earnings premium, alt least in the short term.

Job matching and Job searching theories

Job mobility is primarily motivated by two theoretical frameworks. The first is tied to *job matching*, and is primarily understood

Methodology

This article uses five rounds of Russia's Longitudinal Monitoring Survey (Rounds 20-24), a representative and longitudinal dataset of Russia's population (Kozyreva, Kosolapov, and Popkin 2016). We focus only on those who are in employment and

Results

Table one considers gender differences in mobility and earnings, focusing on observations rather than individuals. Overall, respondents are largely immobile although men (76 per cent) appear slightly less likely to list an observation without mobility when compared to women (81 per cent). Both men and women (4 per cent) are equally likely to list a promotion in a given year. However, promotions are generally uncommon. Respondents are much more likely to list exiting a firm, with men (18 per cent) listing more exits than women (12 per cent).

Thinking about earnings, there is an difference between men and women, with immobile observations for men (24,000+ rubles) being higher than immobile observations for women (16,000+ rubles). However, between each group, there appears to be a premium tied to promotion, and a penalty tied to Exit.

Table 2 considers the age differences in these rates. We see that younger groups are more mobile than older groups for both genders, with a seemingly steady increase between respondents aged 0-35, 36-55, and those aged over 55. Young men are still more mobile than young women, but the likelihood of mobility decreases among older respondents.

Table 1: Mobility and earnings, by gender

Mobility	Observations	Wage	Percent
Male			
Same	16,242	24,399.97	76.29
Promotion	928	33,704.99	4.36
Lateral	265	25,106.40	1.24
Exit	3,854	22,757.69	18.10
Female			
Same	19,325	16,651.06	81.44
Promotion	1,050	23,891.71	4.42
Lateral	288	17,282.44	1.21
Exit	3,066	16,949.16	12.92

Table 2: Mobility, by age and gender

Mobility	Observations	Percent
Male Aged 0-35		
Same	6,192	67.78
Promotion	618	6.77
Lateral	136	1.49
Exit	2,189	23.96
Male 36-55		
Same	7,718	80.87
Promotion	286	3.00
Lateral	110	1.15
Exit	1,430	14.98
Male 56+		
Same	2,332	89.35
Promotion	24	0.92
Lateral	19	0.73
Exit	235	9.00
Female Aged 0-35		
Same	6,510	73.53
Promotion	599	6.77
Lateral	131	1.48
Exit	1,613	18.22
Female Aged 36-55		
Same	9,981	84.33
Promotion	431	3.64
Lateral	132	1.12
Exit	1,291	10.91
Female Aged 56+		
Same	2,834	93.19
Promotion	20	0.66
Lateral	25	0.82
Exit	162	5.33

binomial regression

this section cosiders the likelihood of experiencing a mobility event.

```
## # weights:  20 (12 variable)
## initial  value 60299.645826
## iter  10 value 33967.480085
## iter  20 value 30582.136505
## iter  30 value 27988.017257
## iter  40 value 27941.023480
## iter  50 value 27939.453828
## final  value 27939.451035
## converged

## Call:
## multinom(formula = mob_final ~ age + gender + hours, data = ru2)
##
## Coefficients:
##           (Intercept)         age genderFemale          hours
## Promotion  -0.6868380 -0.05850443   0.01777646  2.454181e-09
## Lateral    -3.0972187 -0.02543903  -0.07236136 -8.503213e-08
## Exit        0.2624208 -0.04430812  -0.36488346 -2.142139e-09
##
## Std. Errors:
##            (Intercept)         age genderFemale          hours
## Promotion 1.038315e-16 2.529854e-15 4.668343e-17 5.217708e-09
## Lateral   8.997938e-15 3.595071e-13 2.853201e-15 7.149784e-07
## Exit      3.138386e-16 7.512102e-15 1.237330e-16 3.460411e-09
##
## Residual Deviance: 55878.9
## AIC: 55902.9

##           (Intercept)         age genderFemale          hours
## Promotion  -0.6868380 -0.05850443   0.01777646  2.454181e-09
## Lateral    -3.0972187 -0.02543903  -0.07236136 -8.503213e-08
## Exit        0.2624208 -0.04430812  -0.36488346 -2.142139e-09
```

R Markdown

This is an R Markdown document. Markdown is a simple formatting syntax for authoring HTML, PDF, and MS Word documents. For more details on using R Markdown see http://rmarkdown.rstudio.com.

When you click the **Knit** button a document will be generated that includes both content as well as the output of any embedded R code chunks within the document. You can embed an R code chunk like this:

```
##     speed          dist
##  Min.   : 4.0   Min.   :  2.00
##  1st Qu.:12.0   1st Qu.: 26.00
##  Median :15.0   Median : 36.00
##  Mean   :15.4   Mean   : 42.98
##  3rd Qu.:19.0   3rd Qu.: 56.00
##  Max.   :25.0   Max.   :120.00
```

Including Plots

You can also embed plots, for example:
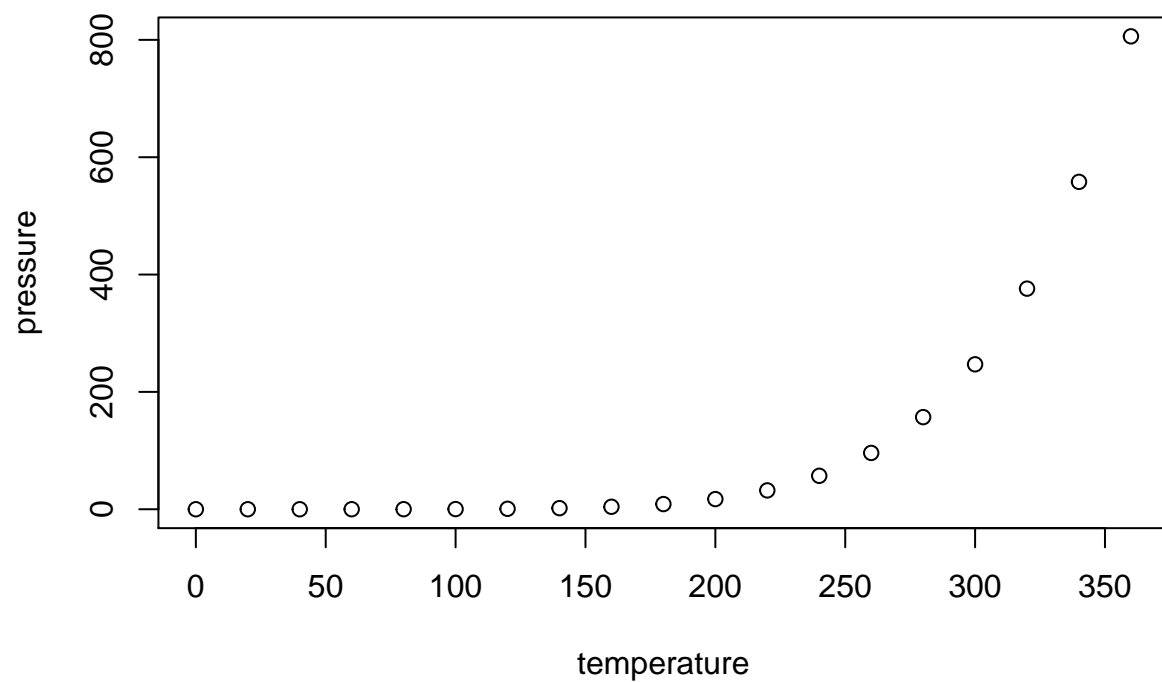
Note that the `echo = FALSE` parameter was added to the code chunk to prevent printing of the R code that generated the plot.

References

Kozyreva, Polina, Mikhail Kosolapov, and Barry M Popkin. 2016. "Data Resource Profile: The Russia Longitudinal Monitoring Survey—Higher School of Economics (Rlms-Hse) Phase Ii: Monitoring the Economic and Health Situation in Russia, 1994–2013." *International Journal of Epidemiology* 45 (2): 395–401.