## Tables

Table 1: Summary statistics

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Variable | N | Mean | Std. Dev. | Min | Max |
| Ref: Same job, same employer |  |  |  |  |  |
| Changed employer-voluntary | 32,560 | 0.057 | 0.233 | 0 | 1 |
| Changed employer-involuntary | 32,560 | 0.014 | 0.119 | 0 | 1 |
| Changed employer-other | 32,560 | 0.027 | 0.162 | 0 | 1 |
| Changed job, kept employer-Voluntary | 32,560 | 0.050 | 0.218 | 0 | 1 |
| Changed job kept employer- involuntary | 32,560 | 0.003 | 0.054 | 0 | 1 |
| Changed job kept employer-other | 32,560 | 0.016 | 0.127 | 0 | 1 |
|  |  |  |  |  |  |
| pay satisfaction | 31,765 | 5.065 | 1.400 | 1 | 7 |
| work satisfaction | 31,773 | 5.467 | 1.219 | 1 | 7 |
| time satisfaction | 31,781 | 5.236 | 1.347 | 1 | 7 |
|  |  |  |  |  |  |
| Weekly number of hours worked | 32,396 | 35.025 | 9.730 | 0.000 | 99.000 |
| Gross monthly pay | 31,147 | 1,808.980 | 1,322.109 | 27.324 | 72,055.430 |
| Log gross monthly pay | 31,147 | 7.298 | 0.665 | 3.308 | 11.185 |
|  |  |  |  |  |  |
| age | 32,560 | 42.224 | 10.292 | 16 | 80 |
|  |  |  |  |  |  |
| children (Ref: No children) |  |  |  |  |  |
| 1 child | 32,560 | 0.186 | 0.389 | 0 | 1 |
| 2 children | 32,560 | 0.178 | 0.382 | 0 | 1 |
| 3+ children | 32,560 | 0.048 | 0.213 | 0 | 1 |
|  |  |  |  |  |  |
| contract: (ref: temporary) |  |  |  |  |  |
| Permanent | 31,205 | 0.984 | 0.127 | 0 | 1 |
|  |  |  |  |  |  |
| jbsize1: ref(1-99) |  |  |  |  |  |
| 100-499 | 32,066 | 0.240 | 0.427 | 0 | 1 |
| 500-1000+ | 32,066 | 0.185 | 0.388 | 0 | 1 |
|  |  |  |  |  |  |
| isco10 |  |  |  |  |  |
| Professionals | 29,728 | 0.139 | 0.346 | 0 | 1 |
| Technicians | 29,728 | 0.145 | 0.352 | 0 | 1 |
| Clerical staff | 29,728 | 0.165 | 0.371 | 0 | 1 |
| Service workers | 29,728 | 0.137 | 0.344 | 0 | 1 |
| skilled agricultural | 29,728 | 0.006 | 0.079 | 0 | 1 |
| Craft | 29,728 | 0.102 | 0.302 | 0 | 1 |
| Plant and machinery | 29,728 | 0.078 | 0.268 | 0 | 1 |
| Elementary | 29,728 | 0.067 | 0.250 | 0 | 1 |
|  |  |  |  |  |  |
|  |  |  |  |  |  |
| Industry: (Ref: no industry) |  |  |  |  |  |
| Agriculture | 29,946 | 0.010 |  | 0 | 1 |
| Energy | 29,946 | 0.017 |  |  |  |
| Mining | 29,946 | 0.002 |  |  |  |
| Manufacturing | 29,946 | 0.168 |  |  |  |
| Construction | 29,946 | 0.048 |  |  |  |
| Trade | 29,946 | 0.134 |  |  |  |
| Transport | 29,946 | 0.062 |  |  |  |
| Bank/insurance | 29,946 | 0.059 |  |  |  |
| Services | 29,946 | 0.460 |  |  |  |
|  |  |  |  |  |  |
| Wave (ref: 10) |  |  |  |  |  |
| 11 | 32,560 | 0.113 | 0.317 | 0 | 1 |
| 12 | 32,560 | 0.113 | 0.317 | 0 | 1 |
| 13 | 32,560 | 0.113 | 0.317 | 0 | 1 |
| 14 | 32,560 | 0.114 | 0.317 | 0 | 1 |
| 15 | 32,560 | 0.114 | 0.318 | 0 | 1 |
| 16 | 32,560 | 0.115 | 0.319 | 0 | 1 |
| 17 | 32,560 | 0.114 | 0.318 | 0 | 1 |
| 18 | 32,560 | 0.109 | 0.311 | 0 | 1 |
|  |  |  |  |  |  |

Table 2: Mobility overall, between, and within workers (BHPS 2000-2008)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Mobility Event | Overall (1) |  | Between (2) |  | Within (3) |
|  | Freq. | % | Freq. | % | % |
|  |  |  |  |  |  |
| Same job | 27,091 | 83.20 | 3,781 | 99.97 | 83.17 |
| Changed employer, voluntary | 1,872 | 5.75 | 1,238 | 32.73 | 17.68 |
| Changed employer, involuntary | 468 | 1.44 | 418 | 11.05 | 13.11 |
| Changed employer, other | 873 | 2.68 | 726 | 19.2 | 14.05 |
| Changed job kept employer, voluntary | 1,630 | 5.01 | 1,120 | 29.61 | 16.89 |
| Changed job kept employer, involuntary | 96 | 0.29 | 84 | 2.22 | 13.29 |
| Changed job kept employer, other | 530 | 1.63 | 436 | 11.53 | 14.11 |
|  |  |  |  |  |  |
| Total | 32,560 | 100 | 3,782 |  |  |

Table 3: Results, UK 2000-2008: Linear estimated fixed-effect of mobility on subjective outcomes.

|  |  |  |  |
| --- | --- | --- | --- |
|  | (1) | (2) | (3) |
| VARIABLES | Satisfaction with work | Satisfaction with pay | Satisfaction with time |
| External, voluntary | 0.435\*\*\* | 0.450\*\*\* | 0.360\*\*\* |
|  | (0.029) | (0.031) | (0.030) |
| External involuntary | 0.080 | 0.084 | 0.082 |
|  | (0.056) | (0.061) | (0.059) |
| Internal voluntary | 0.219\*\*\* | 0.198\*\*\* | 0.140\*\*\* |
|  | (0.031) | (0.034) | (0.033) |
| Internal involuntary | -0.105 | 0.003 | -0.048 |
|  | (0.120) | (0.132) | (0.127) |
|  |  |  |  |
| Observations | 28,109 | 28,122 | 28,126 |
| R-squared | 0.016 | 0.02 | 0.013 |
| Number of pid | 3,744 | 3,744 | 3,744 |
| Wave | 10-18 | 10-18 | 10-18 |

Standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

The models above control for age, age squared, contract type, firm size, how many children the respondent has, their occupation, and survey wave.

Table 4: Results, UK 2000-2008: Linear estimated fixed-effect of moving on objective outcomes.

|  |  |  |  |
| --- | --- | --- | --- |
|  | (1) | (2) | (3) |
| VARIABLES | Number of hours worked weekly | Log Gross monthly pay | Log gross monthly wages (controlling for weekly hours) |
|  |  |  |  |
| External voluntary | 0.520\*\*\* | 0.01\* | 0.013 |
|  | (0.158) | (0.01) | (0.006) |
| External involuntary | -0.660\* | -0.07\*\*\* | -0.052\*\* |
|  | (0.308) | (0.02) | (0.013) |
| Internal voluntary | -0.082 | 0.01\* | 0.025\*\*\* |
|  | (0.172) | (0.01) | (0.007) |
| Internal involuntary | -0.427 | -0.09\* | -0.077\* |
|  | (0.662) | (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 | 0.023 | 0.25 | 0.339 |
| Number of pid | 3,698 | 3,698 | 3,698 |
| Wave | 10-18 | 10-18 | 10-18 |

Standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

The models control for age, contract, firm size, whether the respondent has children, the size of the firm, the industry, and survey wave. We also control for two macro variables- the unemployment rate, and the rate of economic growth.