

# Rising Mobility, Increasing Inequality? Economic and Social Consequences of Mobility

Final Conference of the FP 6 Project

Job-Mobilities and Family Lives in Europe.  
Modern Mobile Living and its Relation to Quality of Life

Brussels, 17th October 2008



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# MOBILITY DRIVERS



**Individual**

**Benefits**

- Upward social mobility (career)
- Increased choices
- Higher income

**Costs**

- Quality of life
- Family bonds
- Financial costs
- Time burden

**Collective**

**Benefits**

- Innovation, creativity
- Flexibility of work force
- Effective flows on the labour market

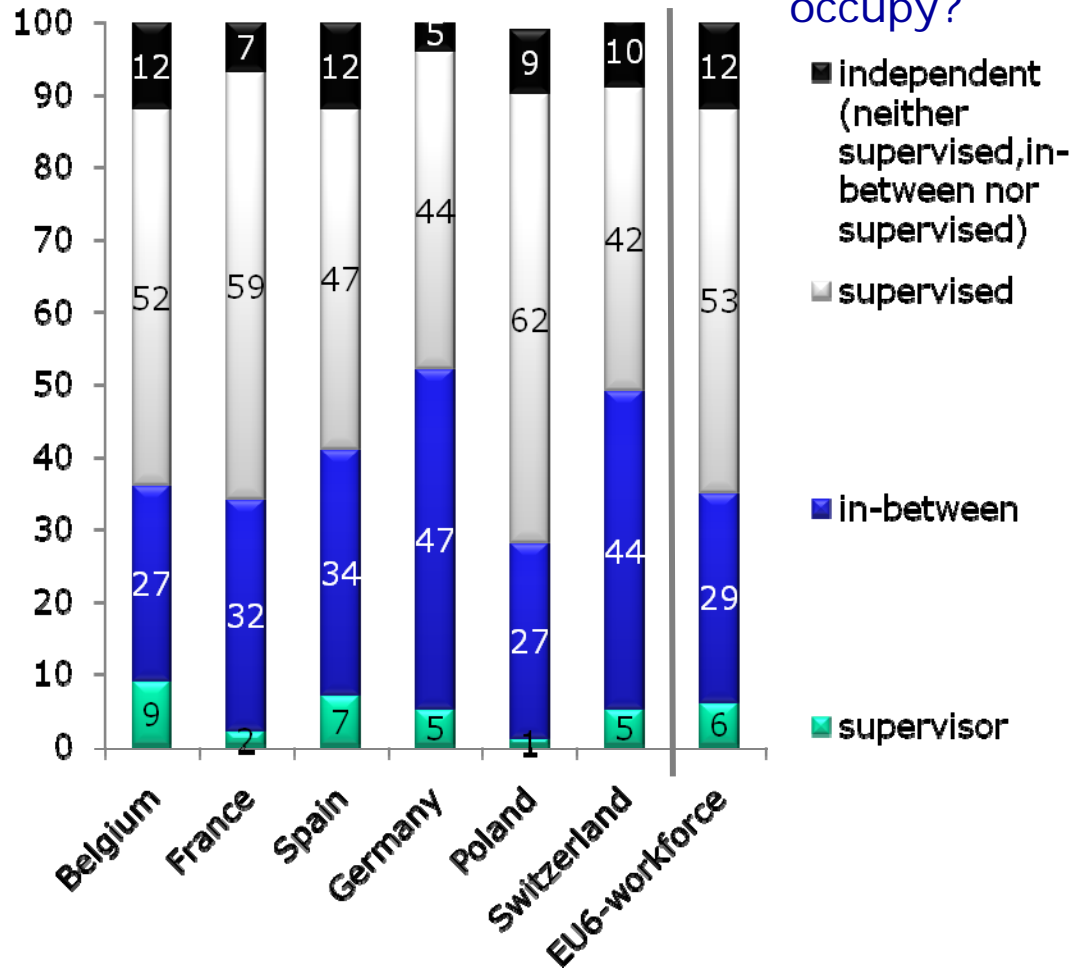
**Costs**

- Brain drain
- Increased inequalities
- Social ties

- **Is mobility equally accessible for everyone?**
- **Does it bring the same benefits for everyone?**
- **Who bears the costs of mobility?**

- Mobility is most demanded of
  - the young over the old
  - men over women
  - ‘middle positions’ (being supervised and supervising others)
  - those working in the knowledge-based sector, services and industry
- Mobility demand (or opportunity) differs
  - across sectors of economy
  - across hierarchical positions in organizations

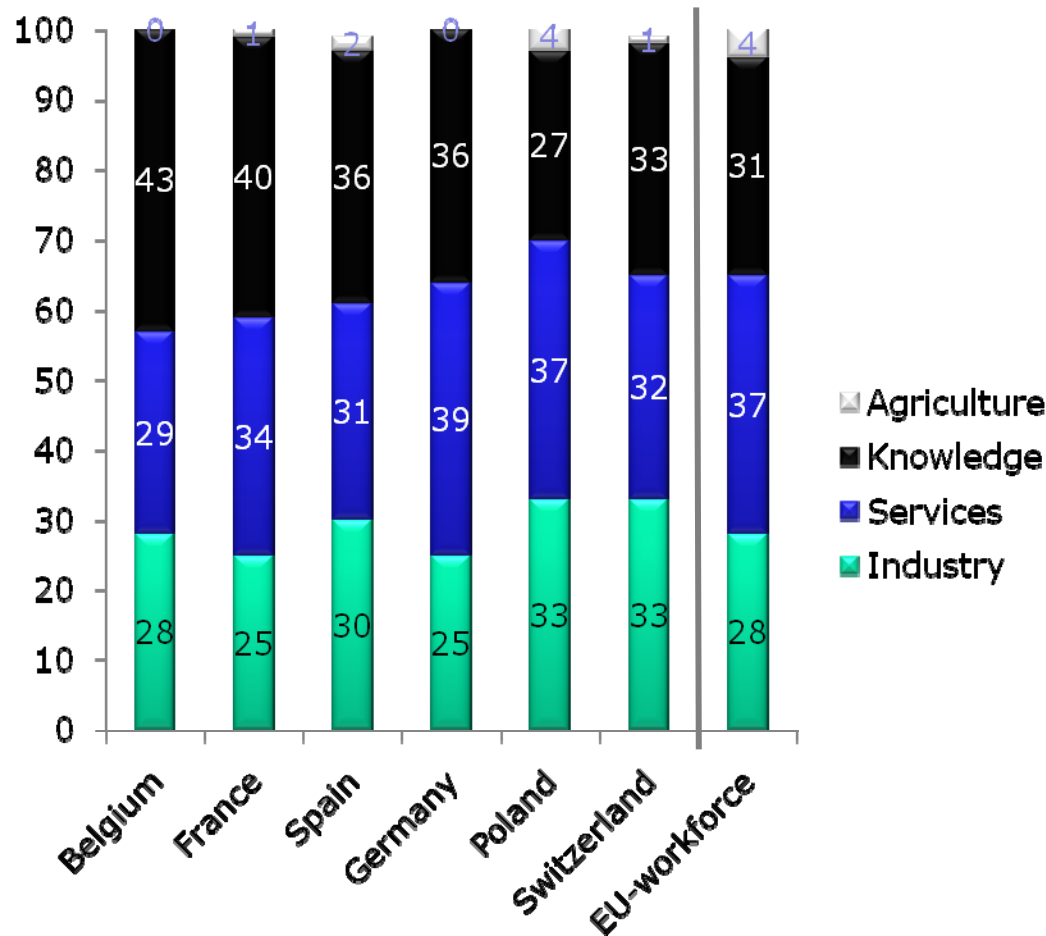
What positions in the organizational hierarchy do the mobiles occupy?



In-between positions are most prone to mobility.

In general, 29% of the workforce occupy in-between positions in organizations. Among the mobiles 35% occupy such positions.

In what branch of activity do the mobiles work?



There are no major differences between branches of activity with respect to mobility.

In the EU-6 only 1% of the mobiles work in agriculture. At the same time, the workforce of this branch of activity accounts for 4% of the studied population.

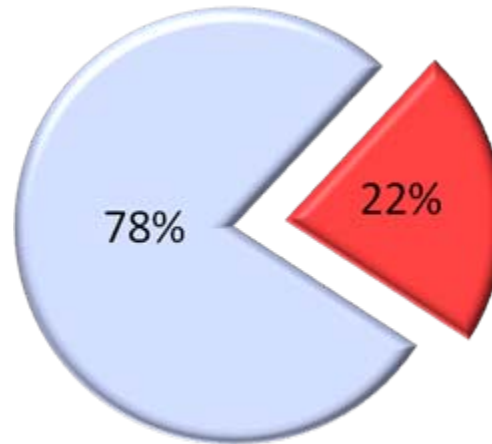
# TWOFOLD NATURE OF MOBILITY



- Job-related mobility has two different forms
  1. Mobility of less skilled people, for whom becoming mobile is the only way to get a job.
  2. Mobility of highly qualified people, looking for career opportunities.
  - These two mobility types are connected with completely different experiences in terms of social integration and costs of mobility – in the social as well as the financial way.

## Opportunity-driven mobility

- career opportunities
- other career choices available
- positive results of mobility (financial satisfaction)

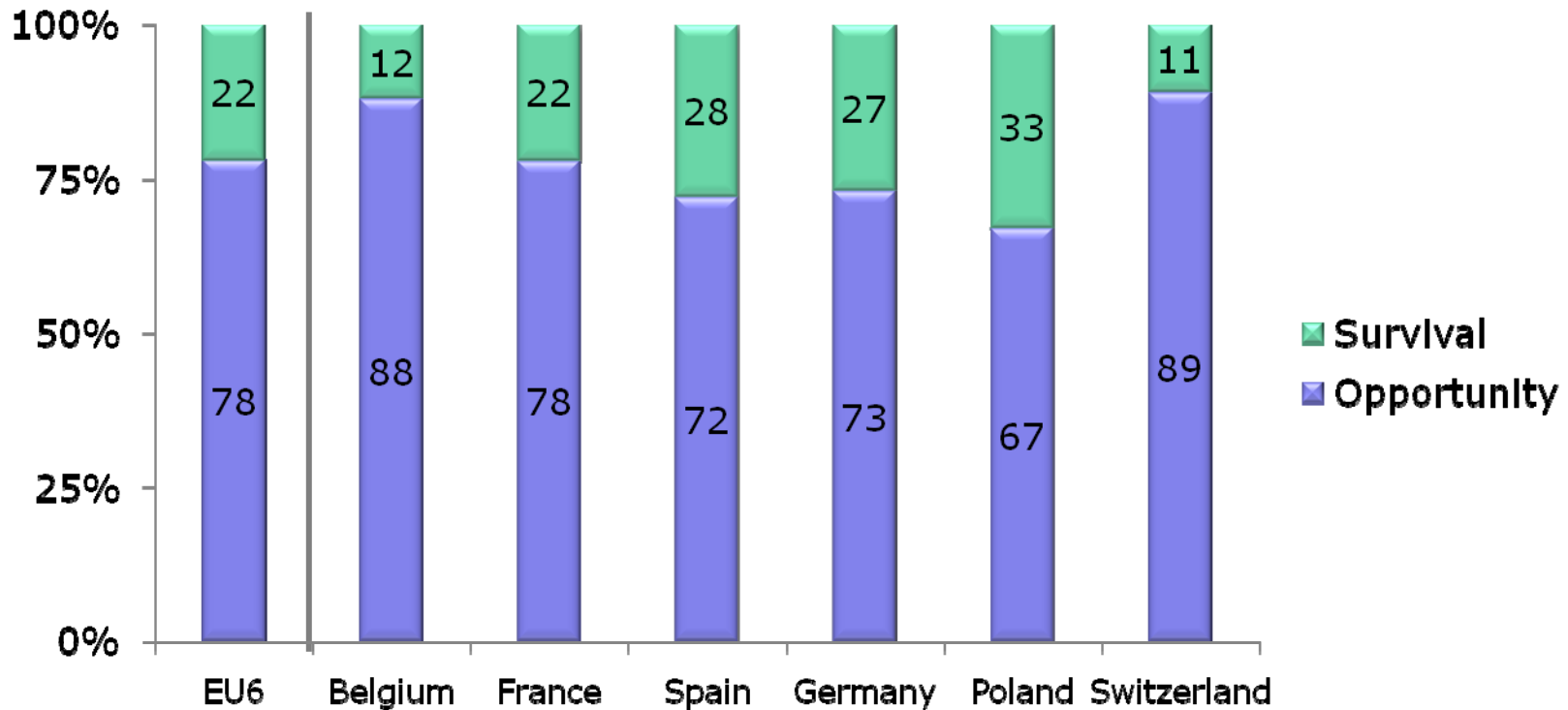


## Survival mobility\*

- coercion
- no other choices available (the only way to maintain a job)
- negatively evaluated results of mobility
- Financially dissatisfied

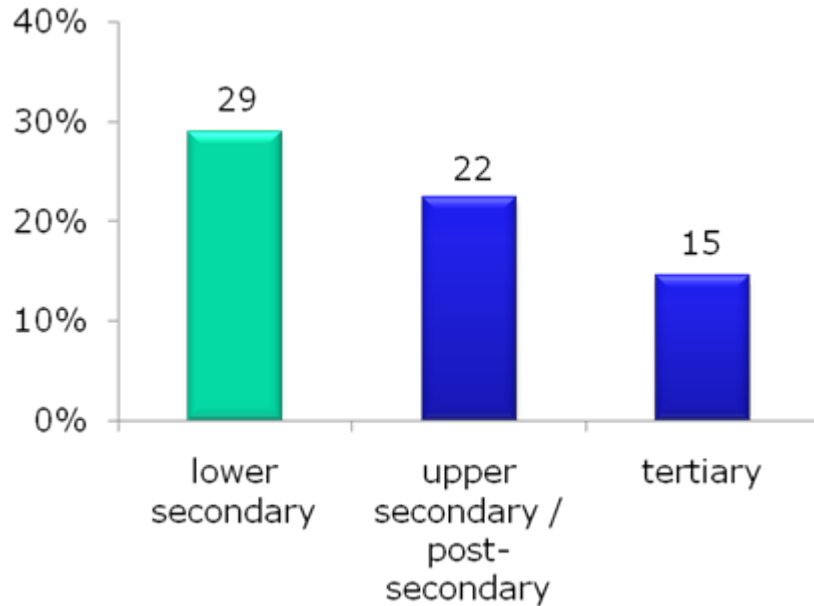


\*Index of survival mobility – based on 3 indicators: evaluation of mobility (coercion), evaluation of available alternatives (no other way to have a job), evaluation of results (financial satisfaction).



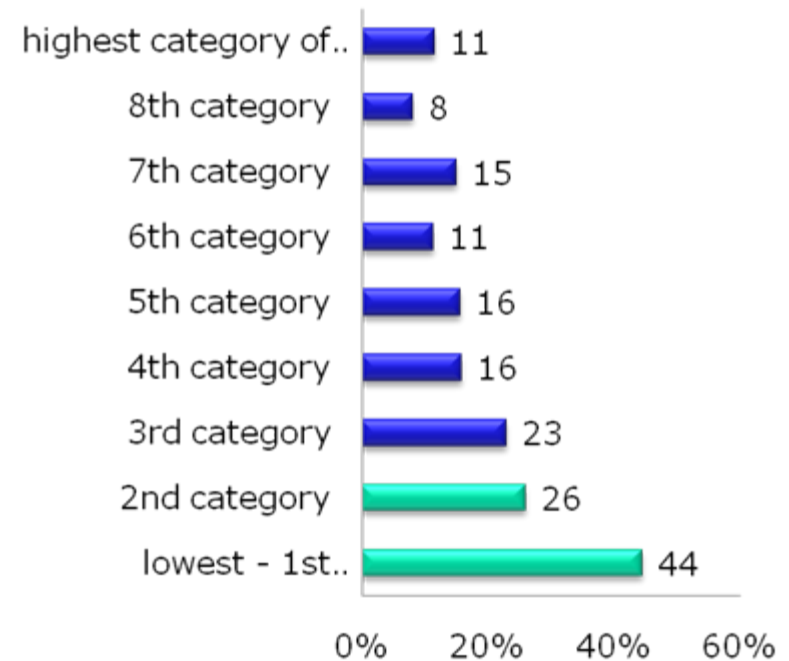
Rate of survival mobility differs among countries: in Poland and Germany around 30% of the mobiles can be considered survival-driven while in Belgium and Switzerland the corresponding rate is almost 3 times lower (11-12%).

## EDUCATION



$V = .148$   $p = .0001$

## INCOME

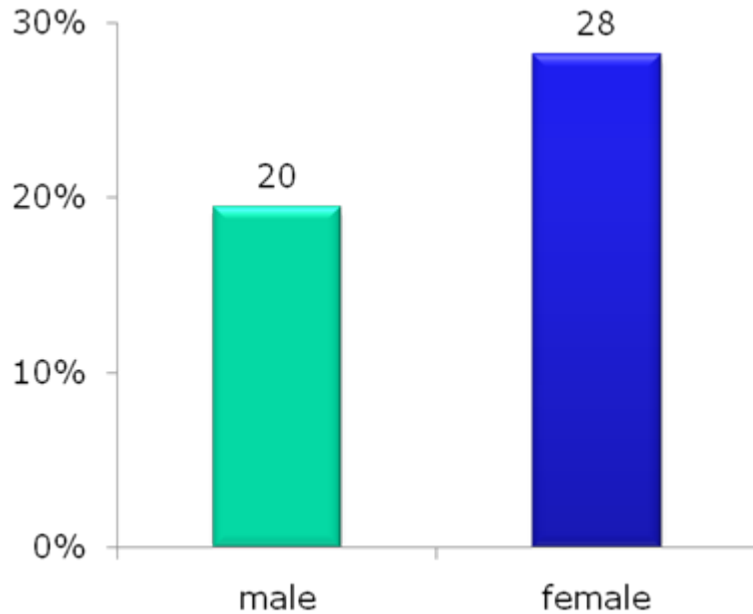


$V = .111$   $p = .0001$

Rate of survival mobility (percentage of the survival mobiles among all mobiles) in socio-demographic categories: this type of mobility is specific for persons with lower levels of education and low income.

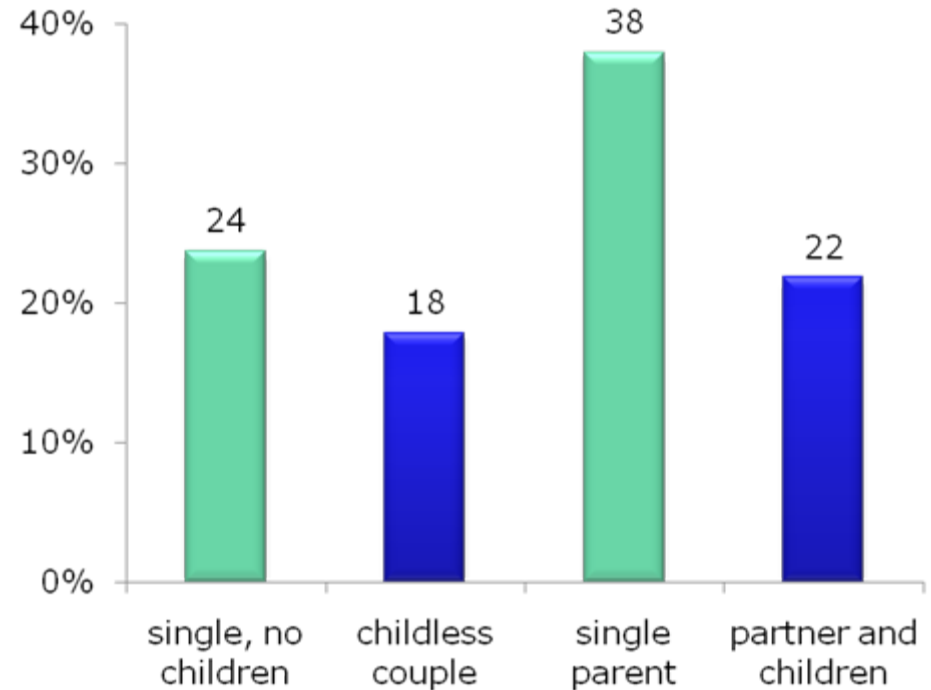


**GENDER**



$V=.098$   $p=.0001$

**FAMILY SITUATION**



$V=.111$   $p=.0001$

Rate of survival mobility (percentage of the survival mobiles among all mobiles) in socio-demographic categories: this type of mobility is more specific for women than men and for singles as compared to people with partner. Among mobile single parents 38% can be considered survival mobiles.



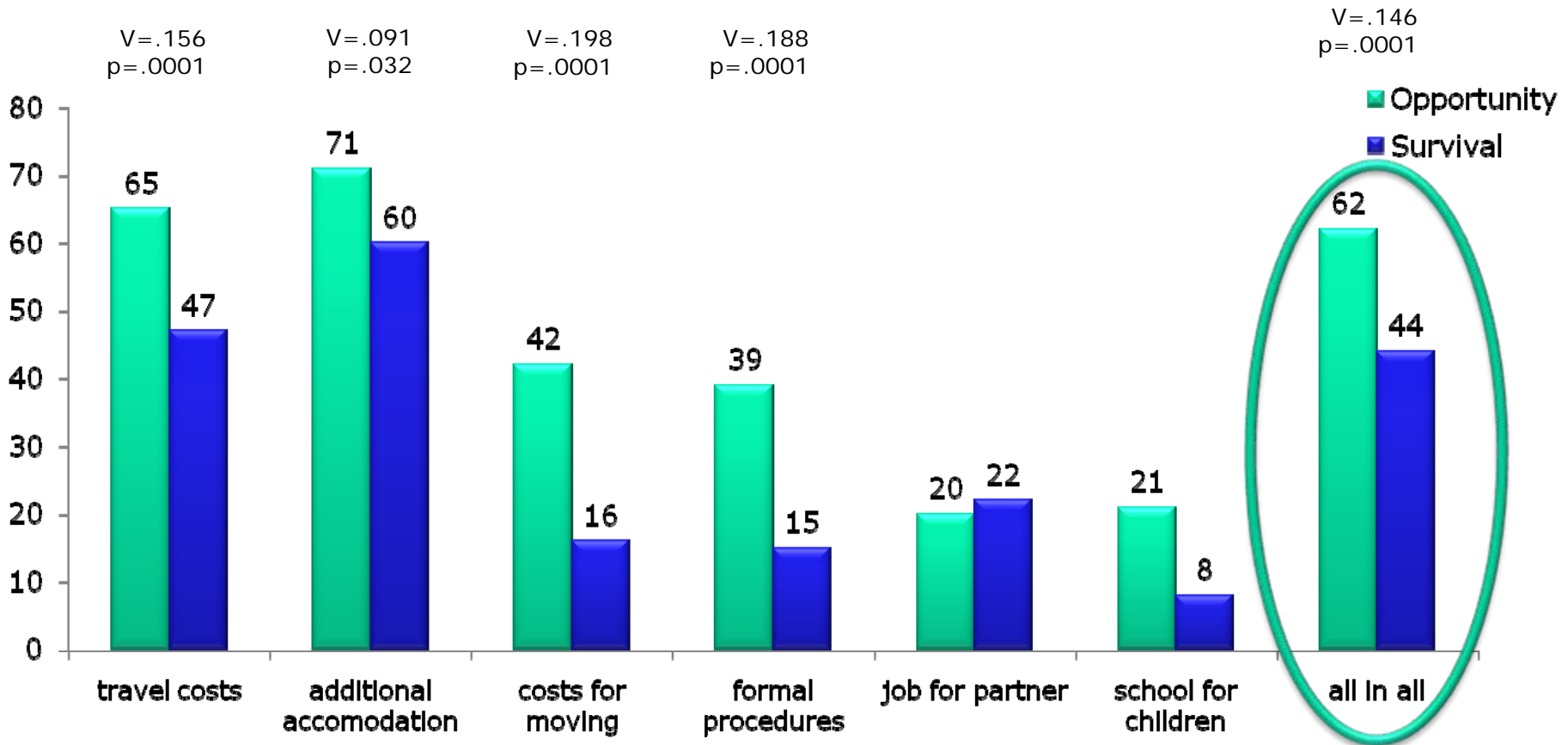
## Opportunity-driven mobility

- Mostly men
  - Women – 30%
- Well educated
  - 39% - tertiary education
  - Specialists
- Couples without children
  - 5% - single parents

## Survival mobility

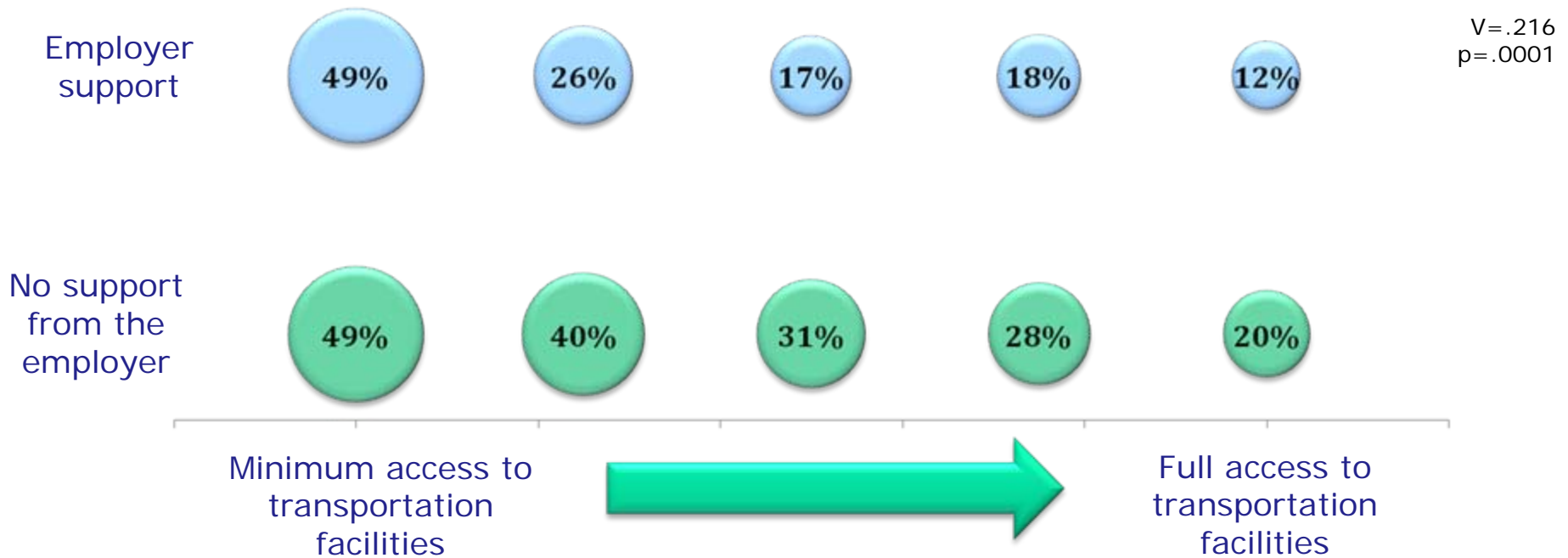
- Mostly women (41%)
- Lower secondary education
  - 23% - tertiary education
- Difficult life situation
  - 10% - single parents
- Working class

# Are They Supported by the Employer? (Self-employed and Family Business Excluded)



Shares of mobile workers supported by their employer: opportunity-driven vs. survival-mobiles. 62% of the opportunity driven mobiles are supported by the employer while only 44% of the survival mobiles get any support.

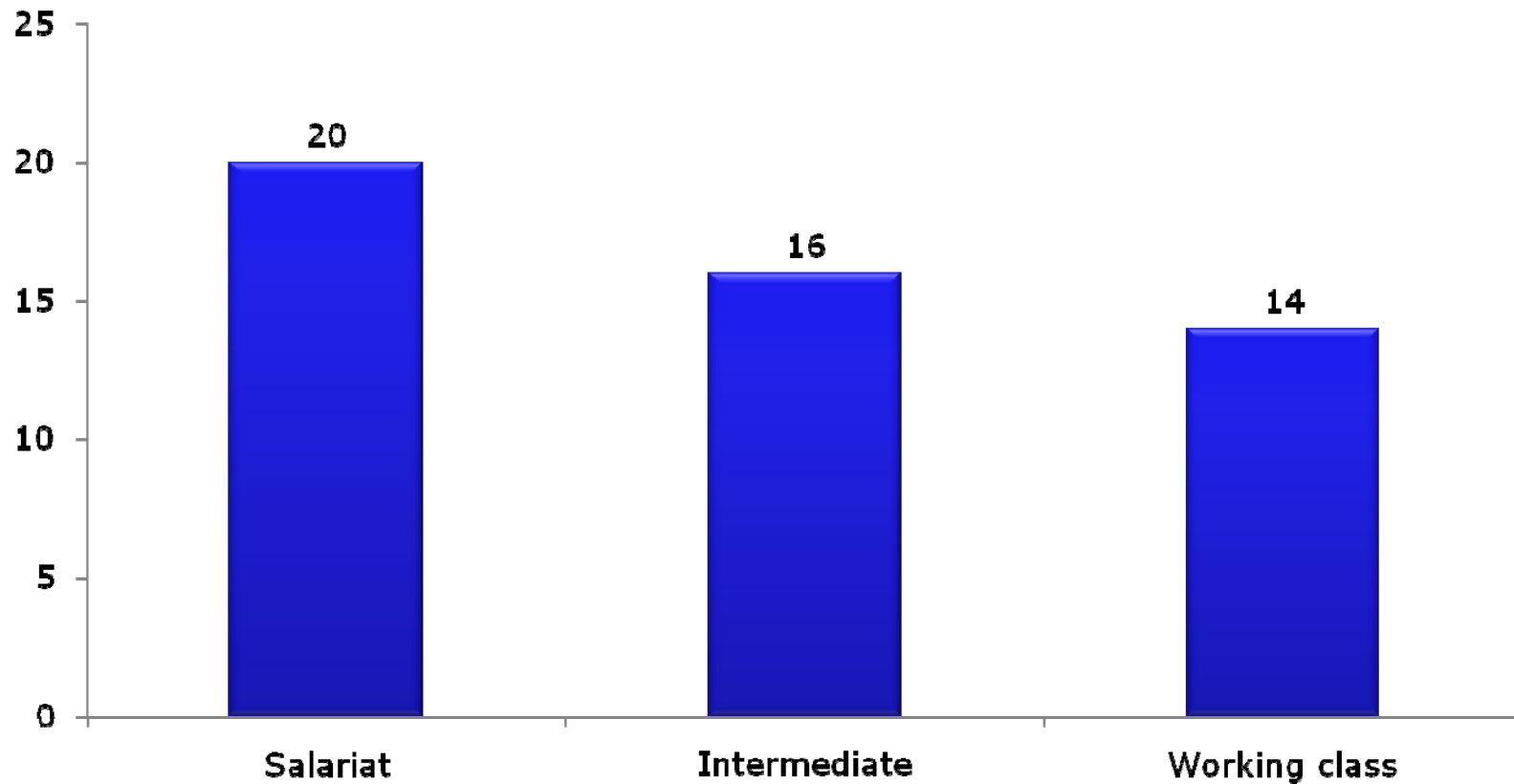
# Transportation Facilities and Support by the Employer



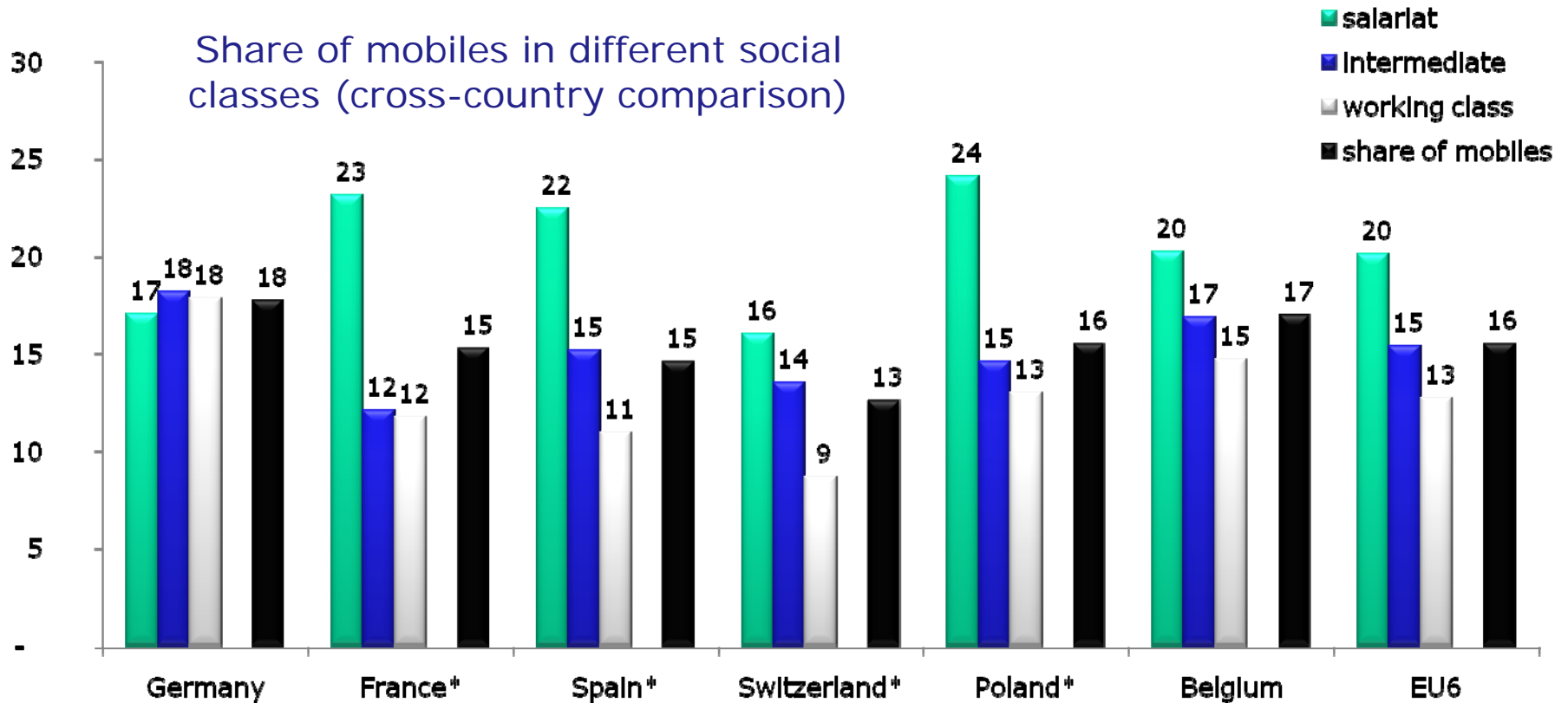
Size of a bubble depicts a share of the survival mobiles among all mobiles with respect to different conditions that make mobility easier - support received from the employer or from the state (in the form of transport infrastructure). The better access to trains, highways etc. a mobile worker has, the less probable is that he/she will perceive mobility as survival strategy. E.g. among those mobiles who have a full access to transportation facilities and are supported by their employer – only 12% can be considered survival mobiles (88% are opportunity-driven). Among mobiles who are not supported by the employer and have no access to transportation facilities – a half can be considered survival mobile.

# MOBILITY AND SOCIAL CLASS





Rate of mobility in different social classes: while one in five (20%) of the salariat is mobile, only 14% of the working class are mobile.



6 countries:  $V = .081$   $p = .0001$ ;

\* countries with significant differences between classes

Mobility rate in different social classes and different countries. E.g. mobility rate in German salariat with 17% is almost the same as in the German working class – 18%. In Poland, mobility rate among the class of salariat (24%) is twice as high as in the working class (13%).

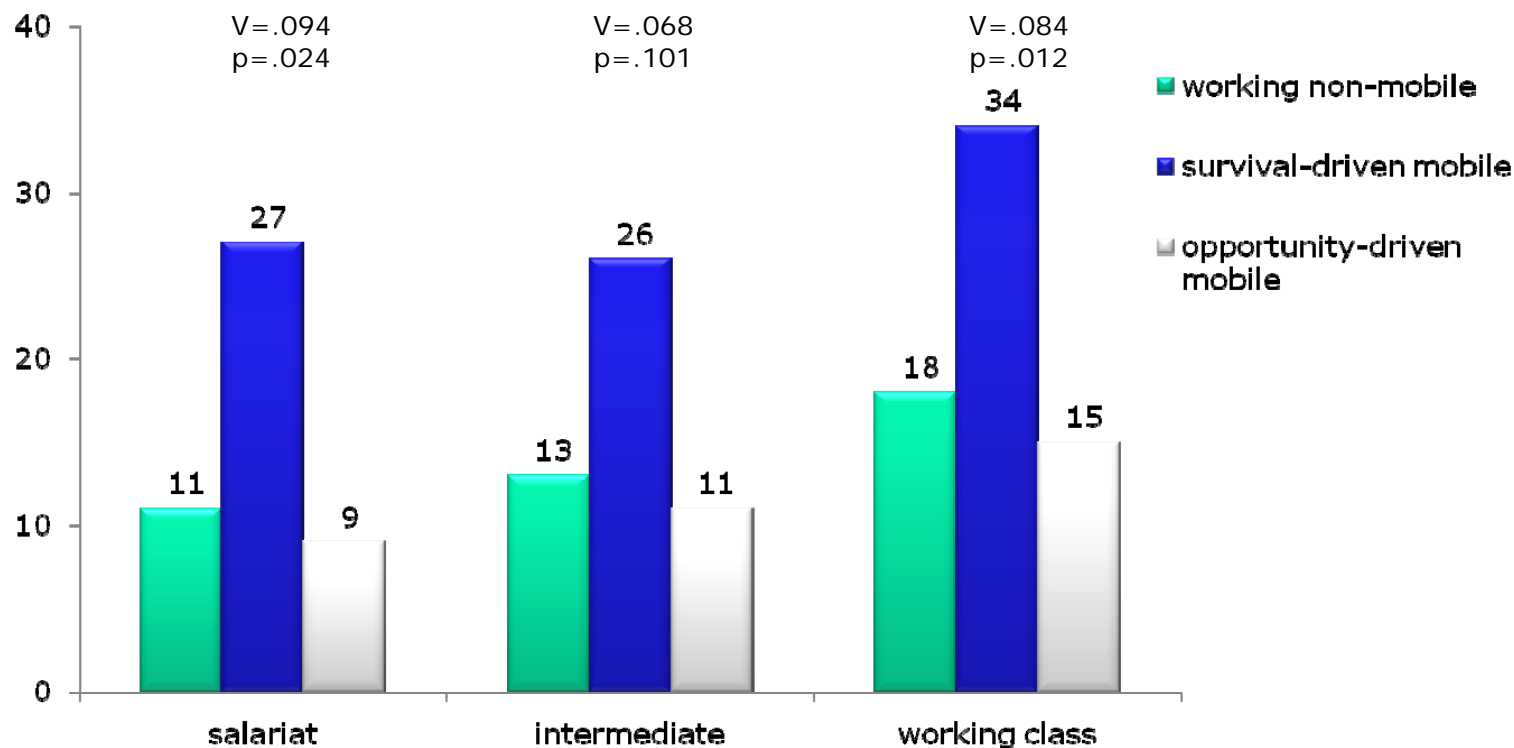
# Opportunity-driven vs. Survival Mobility and Social Class (ESeC)



The composition of the social classes among the opportunity-driven and survival mobiles is different.

Almost half of the survival mobiles belong to the working class while members of this class account for 30% of the opportunity-driven mobiles.

# Share of Households in the Lowest Income Category (Country Specific) in Different Categories Concerning Mobility Social Class Comparison



Percentage of households with lowest income category in different groups with respect to mobility and social class.

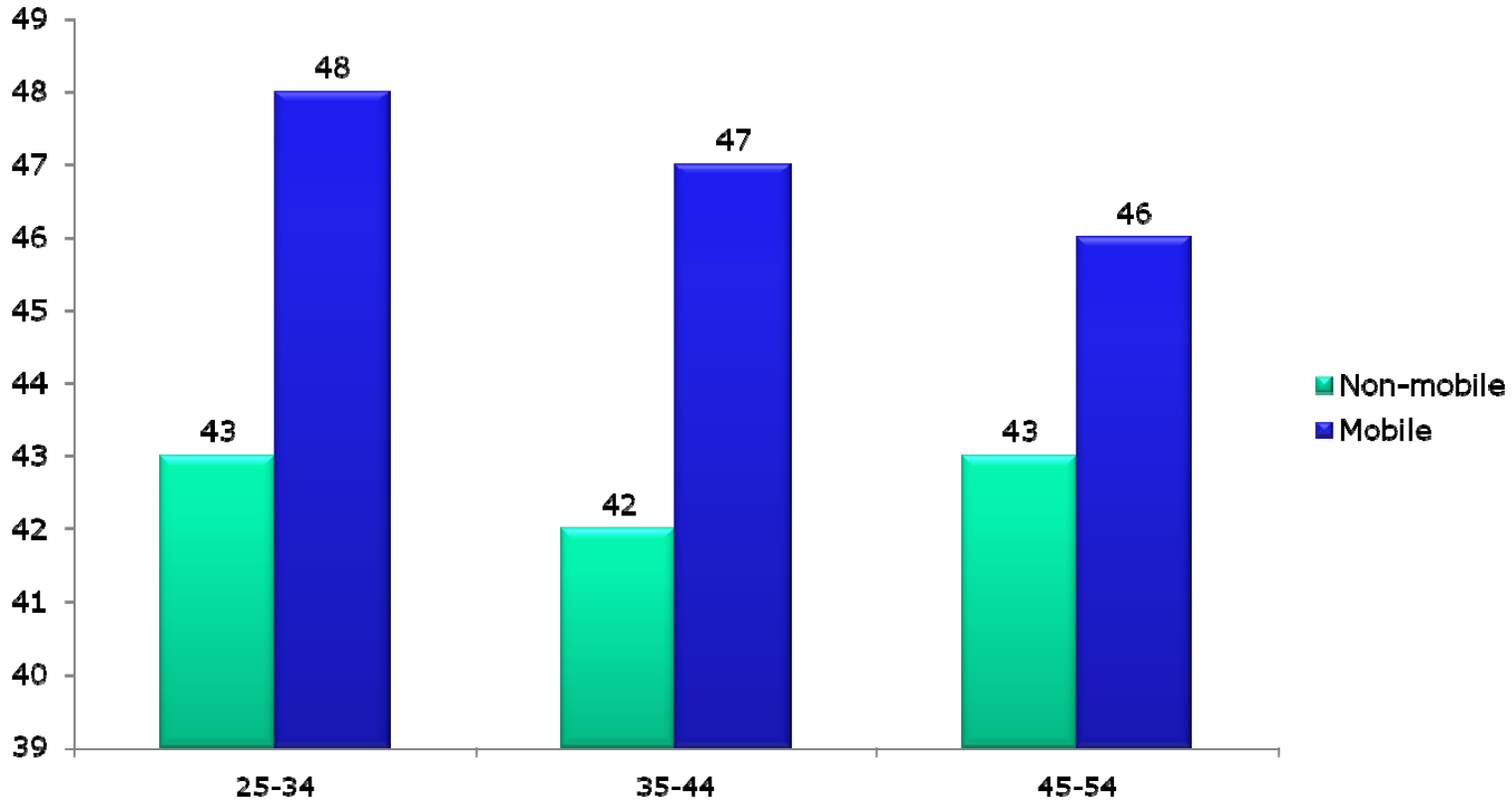
In every social class the survival mobiles are more often poor than those representatives of their social class who are not mobile and than opportunity-driven mobiles. E.g. among survival mobiles from salariat as much as 27% belong to the lowest income category while corresponding percentage is 11% for the non-mobiles and 9% for opportunity-driven mobiles (categories of income were identified for each country separately).



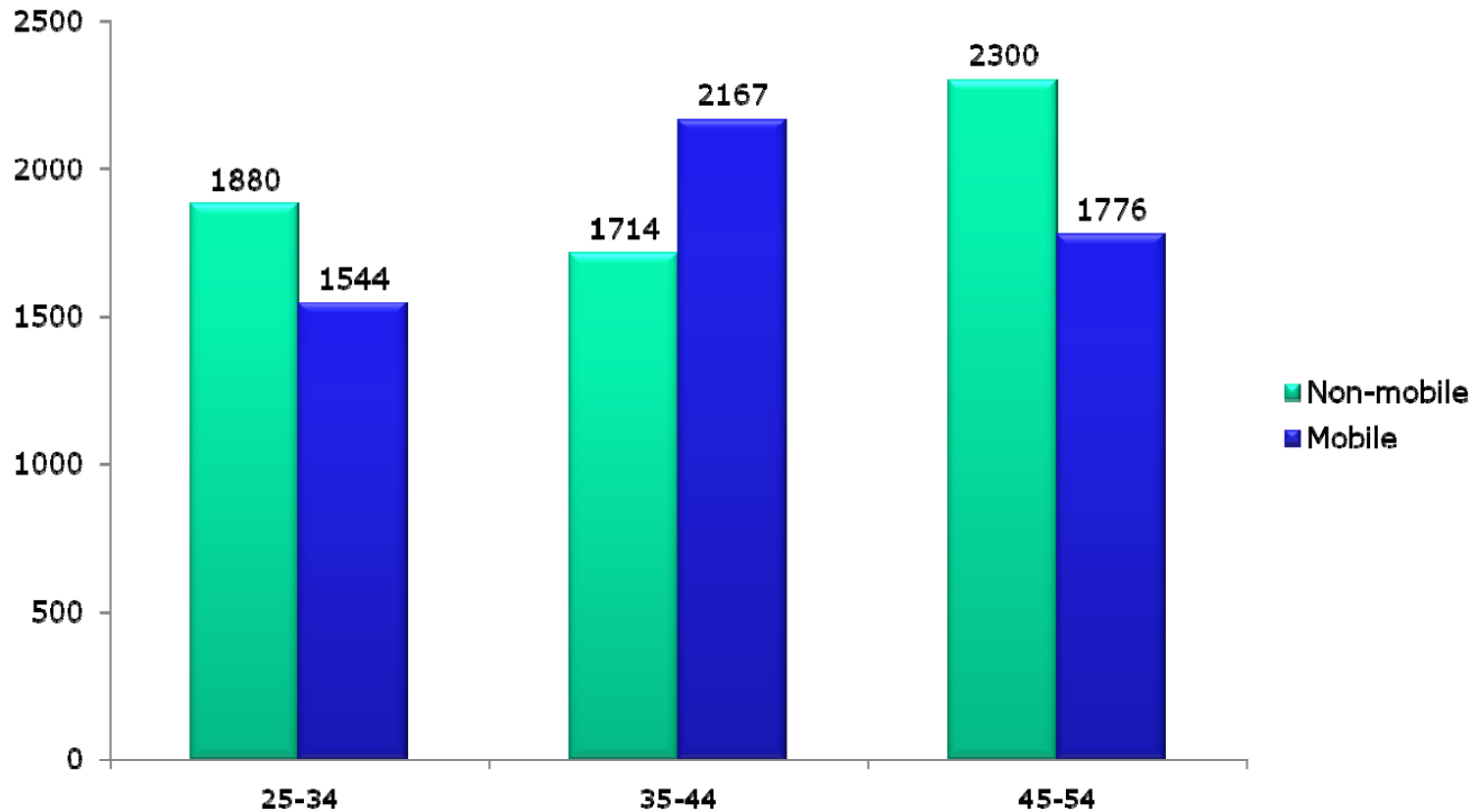
# **SPATIAL AND SOCIAL MOBILITY**



- The main questions:
  - Is job mobility the mechanism of moving upward on the social ladder?
  - If so – is it equally true for all social strata?
  - It is widely believed Europe benefits from mobility – do mobile people benefit from it too?



Mean ISEI value for the non-mobiles and mobiles in different age cohorts. As stated before, there is a positive relation between mobility and social prestige (higher classes are more often mobile, mobiles are more often well-educated etc.)



Mean income of an individual (not household income) among the non-mobiles and the mobiles in different age cohorts. Mobility is most beneficial – in terms of income – for the middle age group.

- **Inequalities in mobility**

- Lower access for older, women, working class, lower prestige
- Twofold nature of mobility: survival vs. opportunity-driven; Saint Matthew effect
- Some social groups are less prone to become mobile and if so they tend to be mobile in a less beneficial way
- Spatial mobility improves social mobility depending on life-stage

For further information:

[www.jobmob-and-famlives.eu](http://www.jobmob-and-famlives.eu)

Norbert F. Schneider & Gerardo Meil (Eds.):  
Mobile Living Across Europe I. Relevance and Diversity of Job-Related  
Spatial Mobility in Six European Countries. Opladen & Farmington Hills:  
Barbara Budrich, 2008.