

Ammattirakenteen muutos ja osaamisvaatimukset

Terhi Maczulskij, Palkansaajien tutkimuslaitos

Sari Kerr, Mika Maliranta



Taustaa

- Työmarkkinoiden rakennemuutos (polarisaatio) Suomessa
- Keskipalkkaisten, rutiininomaista työtä suorittavien työvoimaosuus on supistunut samalla kun ei-rutiininomaisten korkea- ja matalapalkkaisten ammattien työvoimaosuudet ovat kasvaneet
- Rakennemuutoksen syiksi on laskettu mm. teknologinen kehitys, T&K, ulkoistaminen ja ulkomaankauppa (mm. Böckerman ym. 2016, Michaels ym. 2014, van Reenen 2011, Nilsson Hakkala & Huttunen 2016)
- Yritystason tarkastelu harvinaisempaa (pl. suomalaiset tutkimukset)

Mitä hankkeessa tehdään?

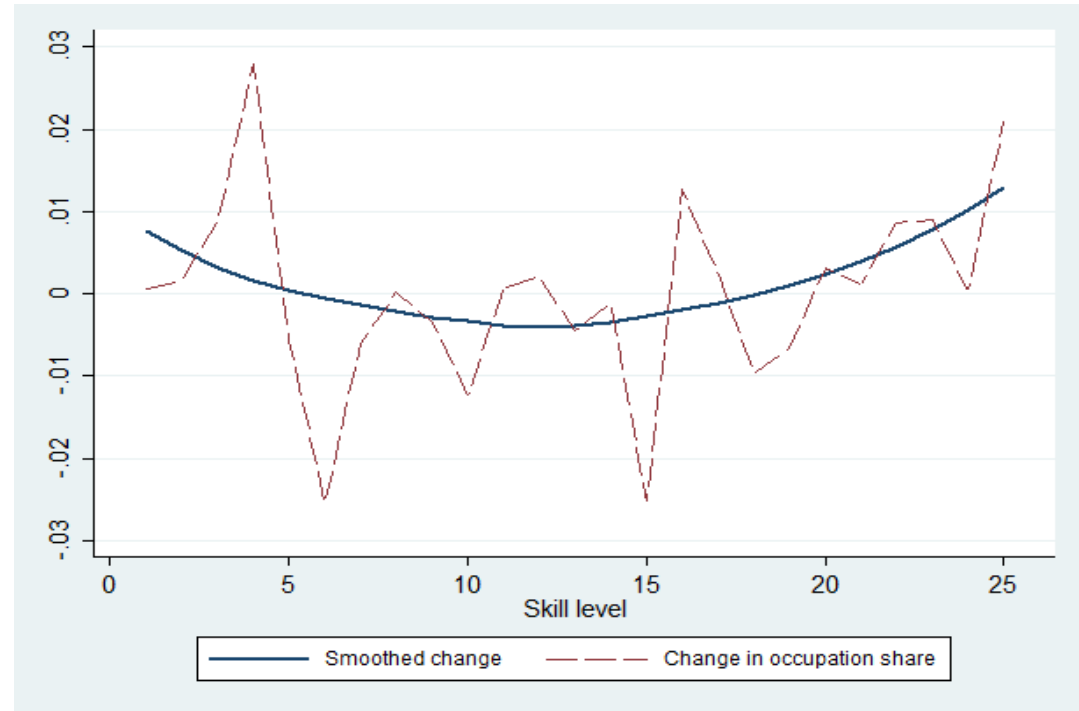
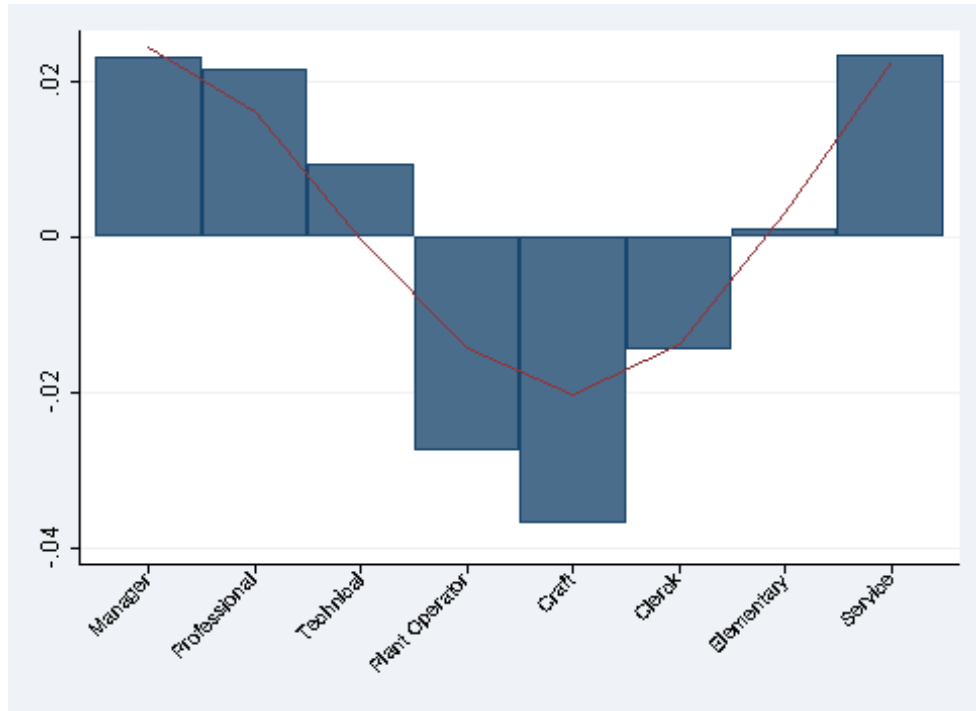
- Hankkeessa tarkastellaan työpaikkojen rakennemuutosta yritystasolla
 - Halutaan tutkia mm. sitä, että millä tasolla työmarkkinoiden rakennemuutosta esiintyy eri elinkaaren vaiheissa olevissa yrityksissä (jatkavat, poistuvat, syntyvät)
- Lisäksi tutkimuksessa tarkastellaan mm. IT:n, ulkomaankaupan, T&K:n ja ulkoistamisen yhteyttä työmarkkinoiden rakennemuutokseen Suomessa

Aineistosta

- Yhdistetty työntekijä-työnantaja-aineisto (FLEED) vuosille 2000-2009
- Yhdistetään seuraaviin aineistoihin:
 - Tullin ulkomaankauppa hyödykkeittäin
 - ICT-aineisto
 - T&K-aineisto
 - Ulkoistamiskysely
 - Palveluiden ja tavaroiden ulkomaankauppa
- Lisäksi analyysissä käytetään maailmankaupassa tapahtuvia shokkeja instrumenttina suomalaisen yrityksen viennille, tuonnille ja ulkoistamiselle (kausaalivaikutus?)

Alustavia tuloksia

- Työmarkkinoiden rakennemuutosta Suomessa



Alustavia tuloksia

Occupational group	Δ Emp. share	Within	Between	Entry	Exit
Abstract	0.053	0.062	0.005	-0.013	-0.001
Routine	-0.086	-0.045	-0.031	-0.010	-0.000
Services	0.037	-0.002	0.029	0.012	-0.002
Elementary	-0.003	-0.015	-0.003	0.012	0.003

- Abstract ammattien (johtajat ja (erikois)asiantuntijat) työvoimaosuus on noussut lähinnä jatkavissa yrityksissä
- Rutiininomaisten ammattien supistuminen laaja-alaisempi ilmiö
- Uudet yritykset palkkaavat enemmän palvelualojen työntekijöitä ja avustavia töitä tekeviä henkilöitä

Alustavia tuloksia

Factor	Abstract	Routine	Service	Elementary
Δ (Trade of services)	+ for export - for import	$\sim +$		-
Δ (Trade of goods)	-	+		+
Δ (ICT use)		-		
Δ (R&D)	+	-	+	+
Δ (Outsource, domestic)	-	+		
Δ (Outsource, foreign)		-		

Vuorovaikutus

- Tutkimuksen alustavia tuloksia on esitelty ASSA konferenssissa, ETLAn seminaarissa, IAES konferenssissa, Jyväskylän kesäseminaarissa ja SOLE konferenssissa
- WP:t PT:n ja ETLA:n sarjoissa syksyllä 2016

WITHIN AND BETWEEN FIRM TRENDS IN JOB POLARIZATION: ROLE OF GLOBALIZATION AND TECHNOLOGY

Sari Pekkala Kerr (Wellesley College), Terhi Maczulskij (Labour Institute for Economic Research) and Mika Maliranta (ETLA and University of Jyväskylä)

Abstract

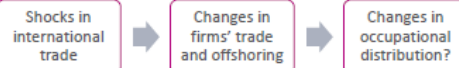
This paper analyzes occupational polarization within and across firms using comprehensive matched firm-worker panel data from Finland. We find that the labor markets have been polarized within existing firms, as well as due to firm entry and exit. Service and elementary jobs are increasing particularly through the entry dynamics. The empirical analysis suggests that within the continuing firms the job polarization appears to be happening as firms increase their engagement in the international trade of goods and services, as well as via the outsourcing of specific tasks. Firms with high R&D expenditures are more prone to lay off process and production workers. The IV strategy, in which the endogeneity of firms' trade and outsourcing is instrumented with the world shocks to exports and imports, provide results that are in general comparable with the OLS findings.

Motivation

- » Polarization of the labor markets is a "universal" phenomenon
- » Recent literature try to understand the causes of the polarization, such as offshoring, ICT, R&D and international trade

Question: Where does polarization stem from?
Answer: Individual firms' decisions to hire & fire workers and/or open & close establishments, along with entry and exit of firms

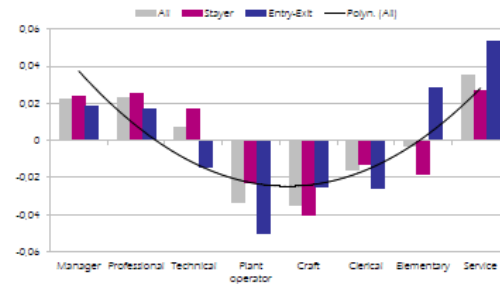
- » We examine occupational polarization within and across firms
- » We look at the roles of trade, ICT, R&D, outsourcing and offshoring in the process of occupation distribution
- » We deal with endogeneity of firms' trade



Results

- » For abstract occupations the within-firm component dominates
- » Decrease in routine jobs happens both within and between firms
- » New firms tend to hire more service and elementary workers
- » OLS results suggest that trade of goods, R&D and outsourcing are related to the occupational distribution among continuing firms
- » IV results are in general comparable with the OLS findings

Figure 1. Change of occupation share by firm type (2000 vs. 2009)



Data Sets

- » Total firm – worker panel data 2000-09
- » Customs data on goods & service exports and imports
- » ICT surveys and R&D surveys
- » International sourcing survey (outsourcing & offshoring)
- » UN Comtrade data on imports and exports by country pair and detailed goods classification

Table 1. Decompositions of employment share change by occupation group (2000 and 2009)

Occupational group	Δ Emp. share	Within	Between	Entry	Exit
Abstract	0.053	0.062	0.005	-0.013	-0.001
Routine	-0.086	-0.045	-0.031	-0.010	-0.000
Services	0.037	-0.002	0.029	0.012	-0.002
Elementary	-0.003	-0.015	-0.003	0.012	0.003

Table 2. Direction of the relationship between different factors and change in occupation share (2000 and 2009): OLS results

Factor	Abstract	Routine	Service	Elementary
Δ(Trade of services)		+		-
Δ(Trade of goods)	-	+ for export - for import	+ for export - for import	+
Δ(ICT use)		-		
Δ(R&D)	+	-	+	+
Δ(Outsource, domestic)	-	+		
Δ(Outsource, foreign)		-		

Conclusions

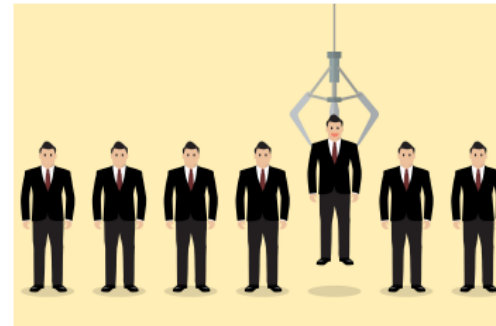
1. To study patterns & causes of job polarization, longitudinal firm data are a must
2. One size does not fit all: patterns and explanations vary across occupations
3. More work is needed to deal with the correlation among the different factors

Some Literature

- » Autor, Levy & Murnane (2003)
- » Bockerman, Laaksonen & Vainionmaki (2013)
- » Goos & Manning (2007)
- » Goos, Manning & Salomons (2009, 2014)
- » Maliranta (2013)
- » Michaels, Natraj & Van Reenen (2014)
- » Nilsson Hakkala & Huttunen (2014)
- » Van Reenen (2011)

Acknowledgements

The authors are grateful to the Academy of Finland for financial support (project no. 127796). The authors wish to thank the following for helpful comments and suggestions on the paper: David Autor, ASSA 2015 conference participants, ETLA seminar audience and the participants in the IAES 2015 conference in Boston.



PALKANSAAJIEN TUTKIMUSLAITOS
LÖNTAGARNAS FORSKNINGSPENNINGEN
LABOUR INSTITUTE FOR ECONOMIC RESEARCH