The impact of job polarisation on occupational progression

Using the ONS Longitudinal Study and the Labour Force Survey

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What I will talk about

• My research
• Why I chose to use the LS (combined with LFS)
• Practical aspects of using the data
  • application procedure
  • linking the LS and LFS
  • general experience of using LS/SRS
• Some early results
• What next
• Questions
Since 1980s employment in intermediate occupations has declined, relative to employment in low-paid and highly-paid occupations.

[Graph showing change in employment share of occupational categories, 2001 to 2011]
What does this mean for the upward mobility of workers in low-paid occupations?

My research
I am exploring this through geographic variation in the degree of job polarisation across England and Wales.

My research

<table>
<thead>
<tr>
<th>Degree of polarisation</th>
<th>Map</th>
</tr>
</thead>
<tbody>
<tr>
<td>&gt;12%</td>
<td>Dark red</td>
</tr>
<tr>
<td>9-12%</td>
<td>Red</td>
</tr>
<tr>
<td>6-9%</td>
<td>Orange</td>
</tr>
<tr>
<td>3-6%</td>
<td>Light orange</td>
</tr>
<tr>
<td>&lt;3%</td>
<td>White</td>
</tr>
</tbody>
</table>
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- Longitudinal microdata on workers

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- Area-level data about employment across (detailed) occupations
Finding the right data

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  - Same time span
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- Large sample size
- Same time span
- Consistent occupational data
- Same geographic identifiers
Why I chose the LS

• Large sample size
  approx. 200,000 working-age individuals in paid employment in 2001

• Sufficiently long time-span

• Consistent occupational information
  SOC2000 codes available for both years

• Geographic information about where individuals live
  Travel-To-Work-Areas available in both 2001 and 2011

Bonus: relatively low attrition
Why I chose the LFS

• Meets all aforementioned requirements

• PLUS has earnings information, allowing ranking of occupations by median pay

• AND accessible through Secure Lab, meaning no need to travel to London
Application procedure

• Took some time (but not as long as Secure Lab application)

• Good documentation available on CeLSIUS website

• Helpful assistance from CeLSIUS support staff
Proposal to link datasets had to be included in both application forms (LS and LFS) and approved from both sides.

Linkage will be at area-level (TTWAs), this made approval relatively straightforward (I think).

But linkage has to be completed in Secure Data Service as no data can leave Secure Lab!
Experience of Secure Data Service

• Travelling to London is not ideal

• But process for booking time in SRS is straightforward, there is usually availability, and the facility is generally quiet and pleasant to work in

• Support from CeLSIUS staff is very good and quick!

• Useful resources and data available in library
Experience of LS

• Data is excellent (good range of variables, very few missing responses on most key variables, low attrition)

• Some challenges around longitudinal analysis of occupations/industries due to changes in classification systems (e.g. SOC2000 to SOC2010) (but imputed data was luckily available in my case)

• And, important for spatial analysis, good range of geographies (Local Authorities, Travel-To-Work-Areas, etc.)
Some early results

As of yet, linkage with LFS data has not been completed. So no analysis of effect of local degree of polarisation on occupational mobility.

But one question that can be answered with LS data alone is:

To what extent do intermediate occupations serve as destinations for upwardly mobile workers initially employed in low-paid occupations?
Some early results

Occupational destination in 2011 for workers in low-paid occupations in 2001

Some early results

Occupational destinations in 2011 for workers in low-paid occupations in 2001
by highest qualification in 2001

Next steps

1. Merge area-level LFS data into LS dataset.

2. Analyse effect of job polarisation in local labour market on occupational mobility.

   While controlling for the extent to which employment is skewed towards low-paid versus high-paid occupations.
Questions?

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