Occupation as an institution – the influence on labour market mobility of career starters

**Research question:** Are career starters who start working in a highly institutionalised occupation less likely to become occupationally mobile?

**Theory**

**In General:**
Occupational mobility occurs if employees expect higher returns of education in another occupation (Human capital theory: Becker 1993, Mincer 1974)

**In Germany:**
Occupational mobility rates are much lower due to mobility barriers between occupational labour markets (segments)

Conflicting interests: Highly skilled employees in occupational labour markets seek to reduce competition with (unskilled) workers from an external labour market (Insider-outsider theory: Solow 1985)

Incomplete information about actors on the labour market (Transaction cost theory: Williamson 1985)

Employer cannot see:
- quality of abilities
- quality of workplace
- motivation to work
- potential of development
- preferences

Employee cannot see:
- quality of abilities
- quality of workplace
- motivation to work
- potential of development
- preferences

**Problem of:**
- Cooperation
- Coordination
- Distribution

**Occupation**

**INSTITUTION*: dimensions of regulation + signalling function + JOB: specific bundle of skills and tasks


Reduction of incomplete information through standardization

**Application**

**Hypothesis:**
The higher the institutionalization of the occupation, the lower the career starters’ probability of occupational mobility.

**Possible research data:**
ALWA (“Working and Learning in a Changing World”) is a representative retrospective survey of educational and employment histories. Labour market indicators and process generated data of the Federal Employment Agency will be matched.

**Certification:**
Degree of educational homogeneity within an occupation

**Specialization:**
Degree of dissimilarity of skills sets between occupations

**Regulation:**
Degree of formal regulation of the working environment within an occupation

**Probability of occupational change:**
- **Certification**:
- **Specialization**:
- **Regulation**