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ON-THE-JOB SEARCH
A MICROECONOMETRIC ANALYSIS
ON ITALIAN DATA

Tindara Addabbo
Dipartimento di Economia Politica
Università degli Studi di Modena e Reggio Emilia
Viale Berengario, 51
41100 Modena
fax: 059/417947
e-mail:addabbo@unimo.it

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Abstract

In this paper we analyse on-the-job search in Italy, the factors (education, seniority, satisfaction with job held, wages, sector, type of job and labour market situation) affecting it and its outcomes (in terms of earnings, job satisfaction and job stability). We have estimated bivariate probits for job search probability conditional on being employed by using the 1993 and 1995 Bank of Italy survey on household income and wealth. Coefficients show instability over the cycle and by gender. During recession the job characteristics which denote a weaker position in the labour market of employees do increase on-the-job search probability.

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Introduction

Recent analyses on labour market flows have shown the relevance of job-to-job flows. Search equilibrium and matching models have been modified to include on-the-job search (Pissarides 1994, and Burgess,1994). This extension has influenced the explanations of unemployment dynamics over the cycle. Burgess (1994) found that on-the-job search reduces the impact of job creation on the probability that an unemployed worker will find a job. Pissarides (1994) shows how on-the-job search influences the composition of jobs, and how it increases the cyclical volatility of vacancies and causes persistence of unemployment. Previous studies have shown that on-the-job search increases the likelihood of job-to-job flows without unemployment spells.[1] The question on whether on-the-job search increases the probability of finding higher earning jobs or greater job stability remains open.

Recent analyses have shown the importance of job-to-job mobility also in Italy and an increase in on-the-job search.[2] In this paper we try to understand the reasons that make employees search for a new job in years characterised by a different economic situation, by using the 1993 and 1995 Bank of Italy surveys on household income and wealth (SHIW). We model on-the-job search by estimating bivariate Probits separately for men and women and for years characterised by a different economic situation to highlight gender differences as well as the impact of the cycle on the employed job-search behaviour (Section 2.1). We then focus on individuals who belong to the 1993-1995 SHIW panel and have been employees during both years to analyse how their on-the-job search behaviour changes over the cycle (Section 2.2) and to investigate the outcomes of their on-the-job search in terms of the characteristics of the new job held and in terms of wage mobility (Section 3).

1.What determines on-the-job search?

Amongst the factors that affect on-the-job search we will focus on:

➢ **job tenure**. According to human capital theory, *job tenure* has a negative effect on current on-the-job search probability. In fact, greater previous work experience, especially if in a job similar to the current job, increases specific human capital and increases the risk of a loss of human capital if the individual changes job. A negative relation between work experience and job changes has been found by Hall (1982). Pissarides and Wadsworth (1994) show that the probability of on-the-job search decreases as job experience increases.

➢ **Part-time**. Working part-time has been found to increase on-the-job search (Pissarides and Wadsworth,1994). This may arise because there is a significant share of part-timers who are unsatisfied about their working hours and would like a full-time job or because employees in part-time jobs are more likely to be in firms which are facing a crisis.

➢ **Business cycle**. The labour market situation has been found to have a mixed effect on on-the-job search: on the one hand, fear of losing a job in recession may increase on-the-job search (Hartog and Van Ophem,1994)[3] often leading job searchers to accept switches characterized by lower wages in exchange for higher stability (Schettkatt, 1996b), but can also discourage on-the-job search. We will, in part, test the implication on wage mobility by using the available SHIW panel on those employed individuals who were on-the-job searchers in 1993.

➢ **dissatisfaction with current job.** Apart from the macroeconomic situation there are also other

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[1] See Addison and Portugal (1987) and Swaim and Podgursky (1990).

[2] Analysis by Contini, Malpede, Pacelli and Rapiti (1996) based on the Italian Social Security Administration data from 1985 to 1991 shows the importance of job-to-job flows also in Italy. ISTAT quarterly labour force survey data show that on-the-job search increased from 2.9% in 1994 to 6.7% in 1996 amongst dependent workers.

[3] Amongst on-the-job seekers almost 50% according to ISTAT (1997) search a new job for fear of losing their current job.

reasons which may drive on-the-job search, like dissatisfaction with the current job (Hartog and Van Ophem,1994, Pissarides and Wadsworth, 1994).

The aim of this paper is to understand on-the-job search behaviour and to analyse how it changes by gender and according to different economic situations. To estimate the probability of searching conditional on being employed, we use the following bivariate probit model with sample selection:

$z_{i1} = \beta_1 ' x_{i1} + \varepsilon_{i1}$, $y_{i1} = 1$ if $z_{i1} > 0$;
                                $y_{i1} = 0$ otherwise

$z_{i2} = \beta_2 ' x_{i2} + \varepsilon_{i2}$ $y_{i2} = 1$ if $z_{i2} > 0$;
                                $y_{i2} = 0$ otherwise

$(\varepsilon_{i1}, \varepsilon_{i2})$ bivariate normal $(0,0,1,1,\rho)$

where

ρ = measure of the correlation between the disturbances of the probability of employment and of the probability of on-the-job search models.

$y_{i2} = 1$ if the individual is employed,

$y_{i1} = 1$ on-the-job search

x_{i2} = set of exogenous variables introduced in the employment probability model (age, years of education, married, number of children in different age groups, region, health status); x_{i1} = set of exogenous variables introduced in the probability of being on-the-job search model (age, years of education, position in the family, type of job, wage, degree of job satisfaction, fear of losing one's job, sector of employment, regional unemployment rates, tenure, household income scaled).

2. A microeconometric analysis on Italy

Our analysis has been conducted on the Bank of Italy survey on household income and wealth (SHIW) which, together with information on income and consumption of the family and its demographic structure, also collects data on hours of work and occupational status.[4] Job-search information has been collected since 1989 by asking each individual over 15 in the family about the ways they search for a job (1991,1993), job offers received and refused (1991,1993,1995). The 1995 survey also contains (for a sample of individuals) data on job satisfaction. In this Section we will take into account the effect of different job characteristics (economic sector, working time, degree of satisfaction connected to reasons other than current wage, wage, position, work experience), of individual characteristics (gender, position in the family, education, age) and variables on the state of the labour market (regional unemployment rates) on the probability of being on-the-job searchers for all individuals who are employed by comparing the estimates carried out on 1993 and on 1995 survey (Section 2.1) and for those who took part to the 1993-1995 SHIW panel and were employees during both years (Section 2.2).

2.1 On-the-job search: regional and gender differences over the cycle

We have analysed how on-the-job search changes over 1993 and 1995. The first year analysed is characterized by an economic recession (GDP decreased by 1.2%, employment decreased by 3% and consumption decreased by 2.4%).

Tab.1 – Economic Indicators – Italy 1993-1995

Years	1993	1994	1995
GDP	-1.2	2.1	3
Household Expenditure	-2.4	1.5	1.7
Disposable Income	-5.4	-1	0.2

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[4] See Cannari and Gavosto (1994) for a description of the labour market data contained in the new version of the Bank of Italy Survey, and Brandolini and Cannari (1995) for a description of the Survey.

Employment	-2.9	-1.5	-0.4
Unemployment	10.2	11.3	12

Source: Bank of Italy 'Relazione Governatore' various years

Tab.2 shows the percentage of employed individuals who are searching by year, regions, and gender. We have selected about 15,800 individuals aged from 18 to 64 in each year. Amongst those (7,839 in 1993 and 7,948 in 1995) who are employed in our sample 10% are searching for a new job in 1995, and 9% in 1993. Therefore, on-the-job search at national level is almost stable over the two years. However, by disaggregating our data by gender and by regions we found a higher percentage of on-the-job searchers amongst women living in the North East and for men living in the South West (in both years in the South West of Italy the percentage of on-the-job searchers amongst men is higher than amongst women, the gender differential narrowing from 11% in 1993 to 4% in 1995). In 1995 we observe an increase in on-the-job search for women living in the South West and for women living in the North East. On the other hand on-the-job search decreases for men and women living in the South East (Tab.2).

Tab.2 Percentage of employed individuals who are on-the-job searching by gender, 1993 and 1995

Years		*1993*			*1995*	
Region	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
North West	8%	9%	8%	8%	9%	9%
North East	9%	11%	10%	10%	14%	12%
South West	15%	4%	11%	13%	9%	12%
South East	12%	12%	12%	9%	7%	9%
Centre	5%	9%	6%	9%	10%	9%
Lazio	12%	13%	12%	13%	15%	14%
Italy	9%	9%	9%	10%	10%	10%

North West: Piemonte, Valle d'Aosta, Lombardia, Liguria;
North East:Trentino-Alto Adige,Veneto, Friuli-Venezia Giulia;
Centre: Emilia Romagna, Toscana, Umbria, Marche;
South East: Abruzzo,Molise, Puglie;
South West: Campania,Basilicata,Calabria,Sicilia,Sardegna
Source: Our computations on SHIW 1993,1995

Tab.3.a - On-the-job search by gender and total work experience 1995

Total work		*1995*	
Experience	**Men**	**Women**	**Total**
months			
6 or less	64%	67%	65%
7-24	27%	33%	30%
25-60	15%	14%	14%
61-120	14%	12%	13%
121-240	8%	6%	7%
>240	4%	1%	3%

Source: Our computations on SHIW 1995

Tab.3.b On-the-job search by gender and tenure, 1993,1995

Experience *in current job*	**1995**			**1993**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
years						
1 or less than 1	28%	27%	28%	26%	22%	24%
1-2	18%	26%	21%	8%	14%	10%
2-5	14%	13%	14%	9%	9%	9%
5-10	11%	10%	11%	8%	4%	7%
10-20	5%	4%	5%	6%	4%	5%
more than 20	1%	2%	1%	4%	2%	3%

Source: Our computations on SHIW 1993,1995

Tab.3 shows a reduction in the percentage of on-the-job searchers as general work experience (measured in months of social contributions paid) and seniority in current job increase. However, in 1993 the reduction in the percentage of on-the-job search as tenure increases occurs earlier than in 1995: the percentage of on-the-job search is around 25% for those who have been employed for one year or less, and then decreases to 10% if they have been employed for 1 to 2 years in 1993, whereas 21% of individuals whose current job tenure is from 1 to 2 years are still searching for a job in 1995. The effect of the worse economic situation may be reflected in a steeper decrease in the percentage of on-the-job search as tenure in current job increases. The reduction of on-the-job search with tenure is steeper for men than for women in both years.

Tab.4 Percentage of employed individuals who are on-the-job searching by gender and type of job, 1993,1995

Sector	**1993**			**1995**		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Service	10%	13%	11%	11%	15%	13%
Public	3%	4%	4%	3%	5%	4%
Manufacturing	12%	10%	11%	13%	11%	12%
Agriculture	17%	14%	16%	15%	6%	12%
Position						
white-collar	6%	7%	7%	7%	9%	8%
blue-collar	14%	15%	14%	13%	13%	13%
manager	4%	3%	4%	11%	8%	10%
employee	10%	10%	10%	11%	11%	11%
self-employed	7%	5%	7%	8%	9%	8%
part-time	12%	8%	10%	9%	12%	11%
full-time	9%	9%	9%	10%	10%	10%

Source: Our computations on SHIW 1993,1995

In 1995 we observe an increase in on-the-job searchers in managerial position: 4% of those who are employed in a managerial position search for a new job in 1993, 10% in 1995. Disaggregating our data on the basis of the level of education, we see that graduates tend to search less during 1993 whereas people with primary or less education tend to search more in 1993 than during 1995 (Tab.5).

Tab.5 Employed individuals who are on-the-job searching by gender and education, 1993,1995

	1993			1995		
Education	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
None	17%	9%	15%	15%	9%	13%
Primary	8%	10%	9%	7%	4%	6%
secondary	9%	10%	10%	10%	11%	10%
high school	10%	9%	10%	10%	12%	11%
degree or more	8%	6%	7%	12%	8%	10%

Source: Our computations on SHIW 1993,1995

In Tab.6 we present the results of the estimation of the second step of bivariate probits on the probability of searching for a job while being employed in 1993 and in 1995. The same model was estimated by gender, and tests on the difference of the coefficients by gender and years were performed.[5] The reference group is blue-collar employed in manufacturing. Women tend to search more than men in 1995. *Age* is significant only for women in both years but with opposite signs.

Position in the family and family income

Being the head's partner decreases women's on-the-job search in both years (-2% in 1993 and –7.5% in 1995) whereas it increases men's on-the-job search (by 2%) in 1995. Being son/daughter decreases on-the-job search only in 1993 (-1%) for women and in 1995 for men (-2.4%). The effect of family income (excluding the person's labour income) is significant only for men in 1993 (but low-0.1%).

Education and tenure

An additional year of schooling increases the probability of on-the-job search by 0.4% for men in both years, by 0.2% for women only in 1993. The positive effect of education on the probability of on-the-job search may be connected to a higher probability that the better educated individuals would receive a higher wage offer in the new job. Consistently with the evidence provided in the literature (Pissarides and Wadsworth, 1994, Burgess and Low, 1998) we find a negative effect of tenure in current job on the probability of searching for a new job (one additional year with current employer significantly decreases men's on-the-job search by 0.3% in both years and women's on the-job search only in 1993). As Pissarides and Wadsworth (1994) underline, the negative effect of tenure on employee's search may arise because shorter-tenure individuals are more likely to be learning their job characteristics and still have to understand whether they would like them or not (Wilde,1979) whereas longer-tenure employees are more likely to know their job characteristics better and to appreciate them. Longer-tenure employees have also accumulated job-specific skills that may not be evaluated if they move into a new job. On the whole, the effect of education and tenure has the expected sign but its effect is small.

Type of job

Working part-time increases women's (by 0.7% in 1993 and by 5% in 1995) and men's (by 2% in 1993 and by 3% in 1995) on-the-job search probability in both years. The positive effect of part-time on employees' job search may be connected to the higher probability that people working less than 30 hours a week are employed in firms which are facing a crisis[6] or may be due to their being unsatisfied by their current working hours.[7] In fact, as women's labour supply analyses based on microdata show, there is an important share of women in disequilibrium as far as their labour

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[5] The results of the tests have been summarized in Tab.8 and Tab.9 in the Appendix.

[6] This could explain the positive effect of working part-time on men's on-the-job search in 1993, since men are more likely to be working part-time when firms face a crisis.

[7] Outside recession, women working part-time and wishing to work full-time have a higher probability of finding this type of job. Therefore they would search more, and this is in line with the increase in the effect of working part-time on women's on-the job search in 1995 that we observe.

supply is concerned.[8] The probability of on-the-job search decreases in both years both for men (around –4%) and for women (-3%) if they are *self-employed*. Being employed in *Agriculture* increases on-the-job search probability only during the recession year (by 4% for men and by 2% for women). Being employed in the *Service Sector* (excluding the Public Sector) significantly increases on-the-job search only for women (by 0.6% in 1993 and by 2% in 1995). Being employed in the *Public Sector* decreases on-the-job search probability for men and women in both years (- 10% for men in 1995 against –3% for women in 1995). Being a *white-collar or a teacher* reduces on-the-job search for men only in 1993 (by 2%) and for women in 1995 (by 2.5%). Being in a *managerial position* has a significant effect only for men's on-the-job search probability in 1993 (in fact, being in this position decreases their on-the-job search probability by 6%). The effect of *wages* is mixed, negligible in 1995 and with opposite signs (but still low) for men and women in 1993.[9]

Labour Market situation

We take account of the labour market situation by including regional specific unemployment rates. Higher men's unemployment rates increase on-the-job search for men by 0.6% in 1993 and by 0.2% in 1995, whereas higher women's unemployment rates decrease on-the-job search by 0.4% in 1993. This result is in contrast with the evidence provided by Pissarides and Wadsworth (1994) in their analysis on UK data (they found a negative and significant sign for unemployment rates only in the men's on-the-job search equation). To take account of firms' specific crises we introduced a variable which assumes the value of 1 when individuals received *Cassa Integrazione Guadagni* (CIG) benefits[10] for at least one month.[11] As we can see, this variable increases employees' probability of searching for a new job only during the recession year 1993 (by 11% for men and by 4% for women). This is connected to the fact that employees in CIG may regard their firm's crisis as less temporary during recession.[12]

The estimation of on-the-job search by gender across different years shows, on the whole, unstable coefficients both over time and by gender. However, some variables (like working part-time) show a similar effect. The recession year is characterized by a higher probability of being in search while employed if one is employed in Agriculture (+4% for men and +2% for women) and by a lower probability of searching for men in managerial positions (-6%).

Tab.6 – On-the-job search models 1993 vs 1995

Variable	Men 1993					
	Coeff.	S.E.	t-ratio	M.X.	St.Dev.	Par.Der.
Constant	-0.280	1.090	-0.257	1		-0.034

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[8] For instance, according to Trento data (Borzaga, 1994) amongst the employed women interviewed 30% would like to work for a different number of hours than they actually do: 20% would like to work for less hours and 10% would like to work more.

[9] The negligible effect of wages on on-the-job search may be caused by the inclusion in the same model of past work experience which has a positive effect on current wages. However, even after excluding past work experience from the probit models we find a negligible effect of wages on the job search behaviour of employed people.

[10] CIG is a system of income protection for employees of firms facing a crisis. The use of this wage supplementation fund increased during recession years (see Demekas, 1995, and Checchi 1995 for a description of the system of unemployment social protection in Italy as compared to other European countries).

[11] The source of data that we use does not allow us to distinguish between the two types of CIG benefits: the ordinary ones and the special CIG benefits (the latter apply for longer periods than ordinary CIG but require a more complex procedure to be obtained, including trade-union approval).

[12] We have distinguished the impact of CIG and mobility benefits in 1995 and found that only women who received mobility benefits in 1995 show a higher on-the-job search probability, whereas in 1993 either CIG or mobility benefits have a positive effect on job search for both men and women. Mobility benefits can be claimed after special CIG benefits run out and in case of collective redundancies (see Demekas, 1995 and Checchi 1995). Workers in the mobility list should be preferred by employers for new hirings, since firms which do so receive fiscal reductions. They can be employed by the Public Sector in temporary contracts of public utility (*lavori di pubblica utilità*); if they refuse to be hired in these jobs they are cancelled from the mobility lists. Our results suggest that women (in both years) and men (only in 1993) who are now employed but have received mobility benefits have a higher probability of searching for a new job. This may be connected to the fact that they perceive their new job as less secure or less satisfying.

Variable	Coeff.	S.E.	t-ratio	M.X.	St.Dev.	Par.Der.
Partner	-0.032	0.118	-0.275	0.06	0.232	-0.004
Son/Daughter	-0.092	0.108	-0.855	0.20	0.399	-0.011
Age	-0.044	0.054	-0.817	40.38	11.071	-0.005
Age squared	0.000	0.001	0.496	1752.90	903.860	0.000
Years of education	0.023	0.010	2.362	9.75	4.065	0.003
Town 40-500.000 inh.	0.070	0.061	1.142	0.48	0.500	0.008
Part-time work (hrs<30)	0.200	0.106	1.892	0.09	0.280	0.024
Self-employed	-0.248	0.083	-2.993	0.24	0.425	-0.030
Household income scaled	-0.005	0.002	-2.067	17.32	17.935	-0.001
Wage	0.007	0.002	3.883	13.35	21.389	0.001
In Agriculture	0.363	0.108	3.363	0.05	0.216	0.044
In Service	-0.099	0.067	-1.477	0.31	0.463	-0.012
In Public Sector	-0.704	0.097	-7.270	0.26	0.437	-0.084
White-collar or teacher	-0.178	0.087	-2.042	0.30	0.459	-0.021
Managerial	-0.503	0.164	-3.072	0.07	0.260	-0.060
Tenure	-0.027	0.004	-7.134	14.26	11.042	-0.003
Regional Unemployment	0.054	0.008	7.130	7.12	4.423	0.006
CIG	0.944	0.230	4.109	0.01	0.091	0.113
obs.	5018					
on-the-job search	0.097					

Women 1993

Variable	Coeff.	S.E.	t-ratio	M.X.	St.Dev.	Par.Der.
Constant	-2.844	0.479	-5.939	1		-0.142
Partner	-0.390	0.081	-4.809	0.575	0.495	-0.020
Son/Daughter	-0.171	0.099	-1.716	0.221	0.415	-0.009
Age	0.110	0.026	4.198	37.924	10.490	0.005
Age squared	-0.001	0.000	-4.264	1548.200	824.090	-0.000
Years of education	0.043	0.012	3.694	10.824	4.230	0.002
Town 40-500.000 inh.	0.103	0.063	1.648	0.472	0.499	0.005
Part-time work (hrs<30)	0.148	0.072	2.058	0.278	0.448	0.007
Self-employed	-0.443	0.103	-4.297	0.175	0.380	-0.022
Household income scaled	-0.001	0.003	-0.536	22.522	16.945	-0.000
Wage	-0.009	0.004	-2.303	12.035	10.528	-0.000
In Agriculture	0.473	0.106	4.470	0.045	0.207	0.024
In Service	0.122	0.073	1.670	0.355	0.479	0.006
In Public Sector	-0.284	0.102	-2.789	0.397	0.489	-0.014
White-collar or teacher	-0.062	0.081	-0.766	0.512	0.500	-0.003
Managerial	-0.511	0.364	-1.404	0.030	0.170	-0.026
Tenure	-0.043	0.005	-9.297	11.798	9.771	-0.002
Regional Unemployment	-0.088	0.015	-5.960	5.328	2.578	-0.004
CIG	0.878	0.198	4.443	0.004	0.059	0.044
obs.	2823					
on-the-job search	0.097					

5% significance level
10% significance level

Men 1995						
Variable	**Coeff.**	**S.E.**	**t-ratio**	**M.X.**	**St.Dev.**	**Par.Der.**
Constant	-0.687	0.413	-1.664	1		-0.089
Partner	0.179	0.102	1.756	0.066	0.249	0.023
Son/Daughter	-0.181	0.083	-2.190	0.219	0.414	-0.024
Age	-0.011	0.021	-0.513	39.720	10.917	-0.001
Age squared	-0.000	0.000	-0.757	1696.800	887.580	-0.000
Years of education	0.028	0.009	3.033	10.092	3.913	0.004
Town 40-500.000 inh.	0.265	0.057	4.660	0.261	0.439	0.034
Part-time work (hrs<30)	0.265	0.104	2.562	0.086	0.281	0.034
Self-employed	-0.347	0.081	-4.289	0.259	0.438	-0.045
Household income scaled	-0.002	0.002	-1.351	19.567	21.114	-0.000
Wage	-0.003	0.002	-1.080	17.464	90.715	-0.000
In Agriculture	0.142	0.115	1.234	0.051	0.219	0.018
In Service	-0.048	0.063	-0.764	0.312	0.463	-0.006
In Public Sector	-0.780	0.097	-8.016	0.233	0.423	-0.101
White-collar or teacher	-0.132	0.084	-1.566	0.250	0.433	-0.017
Managerial	0.144	0.114	1.264	0.088	0.283	0.019
Tenure	-0.023	0.004	-5.559	6.748	9.489	-0.003
Regional Unemployment	0.017	0.003	5.011	10.502	8.157	0.002
CIG	0.277	0.401	0.691	0.003	0.056	0.036
obs.	4973					
on-the-job search	0.108					
Women 1995						
Variable	**Coeff.**	**S.E.**	**t-ratio**	**M.X.**	**St.Dev.**	**Par.Der.**
Constant	0.479	0.535	0.894	1		0.062
Partner	-0.579	0.092	-6.294	0.57	0.495	-0.075
Son/Daughter	-0.168	0.113	-1.488	0.22	0.417	-0.022
Age	-0.059	0.029	-2.015	37.48	10.091	-0.008
Age squared	0.000	0.000	0.613	1506.60	786.410	0.000
Years of education	0.015	0.013	1.171	10.92	3.949	0.002
Town 40-500.000 inh.	0.260	0.074	3.499	0.27	0.446	0.034
Part-time work (hrs<30)	0.363	0.082	4.431	0.27	0.444	0.047
Self-employed	-0.259	0.114	-2.275	0.20	0.397	-0.034
Household income scaled	0.003	0.002	1.491	24.29	19.282	0.000
Wage	0.000	0.002	0.162	12.59	18.813	0.000
In Agriculture	-0.011	0.212	-0.054	0.04	0.203	-0.001
In Service	0.173	0.091	1.909	0.37	0.482	0.022
In Public Sector	-0.264	0.116	-2.285	0.36	0.479	-0.034
White-collar or teacher	-0.194	0.100	-1.950	0.46	0.499	-0.025
Managerial	-0.092	0.197	-0.466	0.05	0.208	-0.012
Tenure	-0.007	0.007	-0.996	3.78	6.948	-0.001
Regional Unemployment	0.006	0.010	0.652	7.40	3.715	0.001
CIG	-2.183	47.330	-0.046	0.0001	0.012	-0.284
obs.	2975					
on-the-job search	0.112					

Source: Our computations on SHIW 1993,1995

5% significance level
10% significance level

We then extended our analysis to include the effect of job-satisfaction and fear of losing one's job. Information on these variables is available only for a sample of individuals interviewed in the year 1995. The bivariate probits shown below take account of the non-casual selection of the sample of employed individuals who also answered questions on their degree of satisfaction in their current job. The more individuals are satisfied by their current job for reasons which are not related to their wages, the lower is the probability of being in search of a new job.[13]

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[13] This is consistent with the evidence provided by Hartog and Van Ophem (1994).

Fear of losing one's job increases on-the-job search and its effect is higher for men (whose on-the-job search increases by 2% if they fear to lose their job). Allowing for the individual fear of losing the current job (which, consistently with the literature, positively affects on-the-job search), higher regional unemployment rates still have a positive effect on employed men's job search (+0.1%) and a negative effect on job-search for employed women (-0.1%).[14]

Tab.7 On-the-job search and degree of job satisfaction 1995
Wage mobility and on-the-job search

Variable	Women Coeff.	1995 t-ratio	M.X.	Der.	Men Coeff.	1995 t-ratio	M.X.	Der.
Constant	-0.212	-0.351	1	-0.004	-1.694	-2.517	1	-0.193
Partner	-0.765	-8.436	0.59	-0.015	0.466	3.312	0.07	0.053
Son/Daughter	-0.257	-2.703	0.20	-0.005	-0.055	-0.438	0.19	-0.006
Age	-0.002	-0.068	38.49	-0.000	0.054	1.572	39.97	0.006
Age squared	-0.000	-0.720	1588.90	-0.000	-0.001	-1.872	1712.70	-0.000
Years of Education	-0.015	-1.432	11.03	-0.000	0.018	1.223	10.08	0.002
Town 40-500.000 inh.	0.230	4.828	0.43	0.004	0.219	2.526	0.27	0.025
Part-time work(hrs<30)	0.280	4.025	0.28	0.005	-0.012	-0.067	0.08	-0.001
Self-employed	-0.634	-6.399	0.21	-0.012	-0.362	-2.977	0.27	-0.041
Household income scal.	0.001	0.857	24.98	0.000	-0.001	-0.390	19.34	-0.000
Wage	-0.010	-3.645	13.395	-0.000	-0.002	-0.689	13.933	-0.000
Fear of losing job	0.149	7.669	2.28	0.003	0.143	4.738	2.40	0.016
Job Satisfaction	-0.126	-6.341	3.59	-0.002	-0.152	-4.053	3.63	-0.017
Agriculture	0.075	0.375	0.04	0.001	0.110	0.598	0.05	0.013
Service Sector	0.104	2.204	0.36	0.002	0.138	1.440	0.30	0.016
Public Sector	-0.368	-3.583	0.39	-0.007	-0.855	-5.305	0.24	-0.097
White-collar or teacher	-0.046	-0.670	0.45	-0.001	-0.015	-0.118	0.26	-0.002
Managerial	0.069	0.371	0.05	0.001	0.264	1.472	0.09	0.030
Past Work Experience	-0.003	-5.190	175.03	-0.000	-0.003	-4.687	212.43	-0.000
Regional Unemployment	-0.032	-3.943	7.39	-0.001	0.010	1.828	10.6	0.001

Source: Our computations on SHIW 1995

2.2 Employees' on-the-job search

We then restricted our analysis to a sample of 2,334 individuals who were part of the 1993-1995 panel and were working as employees in both years. In this Section we analyse how their on-the-job search behaviour changes over the two years and in the following Section we will analyse the outcomes of their on-the-job search by describing the characteristics of their new job (in terms of wages, degree of job satisfaction, probability of losing the new job).

Though at national level women's on-the-job search did not change over the two years analysed, by disaggregating Italy in regions we find that for women on-the-job search increased from 1993 to 1995 if they were living in the North East, in the North West and in the South East of the country, whereas it decreased in the South West and in the Centre of Italy.[15] On the other hand, men's on-the-job search increased only in the Centre of Italy.

Tab.10 Percentage of employees who are on-the-job searching by gender and regions in 1993 and 1995

	1993	1995

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[14] The negative sign of regional unemployment rates is consistent with on-the-job search theory. Since changing a job is costly and unemployed compete with employed in searching, risk-adverse individuals tend to stay in their jobs if unemployment rates are higher.

[15] The opposite is observed for the whole sample of women living in the Centre-South of Italy that we have analysed in Section 2.1. However, this may be due to the different sample composition, for the sample analysed in Section 2.1 also included self-employed and referred to 1993 and to 1995 SHIW cross-sections, whereas in this Section we concentrate only on employees who took part in the 1993-1995 panel.

Region	Men	Women	Total	Men	Women	Total
North West	9%	6%	8%	7%	10%	8%
North East	12%	10%	11%	13%	13%	13%
Centre	3%	11%	6%	8%	5%	7%
Lazio	16%	17%	16%	8%	9%	8%
Centre North	9%	9%	9%	9%	9%	9%
South West	12%	6%	10%	8%	4%	7%
South East	11%	3%	8%	8%	8%	8%
South	12%	5%	9%	8%	5%	7%
Italy	10%	8%	9%	8%	8%	8%

North West: Piemonte, Valle d'Aosta, Lombardia, Liguria; **North East**:Trentino-Alto Adige,
Veneto, Friuli-Venezia Giulia; **Centre**: Emilia Romagna, Toscana, Umbria, Marche;
South East: Abruzzo,Molise, Puglie; **South West**: Campania,Basilicata,Calabria,Sicilia,Sardegna
Source: Our computations on SHIW 1993,1995

Tab.11 Percentage of employees who are on-the-job searching by gender regions and sectors in 1993 and 1995

Sectors 1993	Centre North			South			Italy		
	M	W	T	M	W	T	M	W	T
Agriculture	3%	5%	3%	49%	29%	43%	32%	23%	29%
Manufacturing	11%	8%	10%	9%	0%	7%	11%	8%	10%
Construction	9%	44%	10%	39%	0%	35%	18%	13%	18%
Trade	10%	15%	13%	13%	4%	11%	11%	14%	12%
Transport and Comm.	12%	0%	11%	0%	0%	0%	8%	0%	7%
Credit, Insurance	12%	12%	12%	0%	0%	0%	8%	9%	9%
Other Services	34%	25%	29%	0%	3%	1%	24%	22%	23%
Domestic Services	2%	18%	14%	16%	13%	14%	8%	17%	14%
Public Sector and Int.Or.	3%	4%	4%	3%	2%	2%	3%	4%	3%

Sectors 1995	Centre North			South			Italy		
	M	W	T	M	W	T	M	W	T
Agriculture	0%	0%	0%	22%	2%	15%	19%	2%	12%
Manufacturing	11%	9%	10%	9%	3%	8%	11%	8%	10%
Construction	10%	19%	11%	40%		40%	22%	19%	22%
Trade	20%	14%	17%	8%	19%	10%	15%	15%	15%
Transport and Comm.	0%	7%	1%	2%	0%	2%	1%	6%	1%
Credit, Insurance	9%	0%	6%	0%	0%	0%	6%	0%	4%
Other Services	36%	34%	35%	19%	8%	14%	32%	29%	30%
Domestic Services	6%	23%	19%	20%	50%	34%	12%	27%	22%
Public Sector and Int.Or.	2%	4%	3%	1%	2%	2%	2%	4%	3%

Source: Our computations on SHIW 1993,1995

Tab.11 shows the incidence of on-the-job search amongst employees in different sectors by regions and gender. In 1995 there was a sharp decrease in the percentage of on-the-job searchers employed in Agriculture (especially in the South of Italy) and in Construction (for women living in the Centre-North of the country) whereas the percentage of on-the-job searchers drastically increased amongst employees in the Trade Sector (passing from 10 to 20 for men living in the Centre-North and from 4 to 19 for women living in the South). On-the-job search increased also in other services and in domestic services, while it decreased in the Credit and insurance sector. We notice a different composition of on-the-job search by sector in the two macroareas analysed. For men living in the Centre North of Italy and women, on-the-job search is more widespread amongst employees in Trade and in Other services. On the other hand, amongst men living in the South the incidence of on-the-job search is highest if they are employed in Agriculture or in Construction (though the percentage of on-the-job search sharply declined amongst men employed in

agriculture). This shows a weaker position of employed men who are looking for a new job in the South of the country and is consistent with what was found by Casavola and Sestito (1995) by using the 1991 SHIW survey.

Tab.12 Percentage of employees who are on-the-job searching by gender regions and type of job in 1993 and 1995

Job	*Worker*			*White-*	*collar*			*Manag.*	
1993	M	W	T	M	W	T	M	W	T
Centre North	9%	12%	10%	9%	7%	8%	7%	4%	6%
South West	25%	18%	24%	2%	3%	2%	0%	0%	0%
South East	22%	7%	19%	0%	1%	1%	2%	0%	2%
South	24%	14%	22%	1%	3%	2%	1%	0%	1%
Italy	13%	12%	13%	6%	6%	6%	5%	2%	5%
1995									
Centre North	9%	9%	9%	6%	9%	8%	11%	12%	11%
South West	15%	3%	13%	2%	4%	3%	4%	0%	3%
South East	12%	14%	12%	3%	8%	6%	4%	0%	2%
South	14%	6%	13%	2%	5%	4%	4%	0%	3%
Italy	11%	9%	10%	5%	8%	6%	9%	8%	9%

Source: Our computations on SHIW 1993,1995

The weaker position of on-the-job searchers in the South of Italy can also be inferred by looking at the incidence of on-the-job search in different jobs (Tab.12). In the South on-the-job search is higher amongst workers and there is a high differential between workers and other employees in the incidence of on-the-job search. We notice that in the South from 1993 to 1995 there was a sharp decline in the percentage of workers searching for a new job (except for women living in the South East). Probably the higher percentage of on-the-job searchers amongst workers in 1993 is connected to the economic recession that may have led more workers who feared to lose their job towards on-the-job search. The probability of searching for a new job is higher if employees are in part-time positions. In 1993 the incidence of on-the-job search was particularly high amongst men working part-time (55% of them stated they were looking for a new job, Tab.13). The percentage of on-the-job search, though still high, sharply declined for men in 1995 (from 55% to 28%) while it remained at the same level for women employed part-time. Again, this may be due to a higher probability that men will be offered a part-time job during firm crises (more likely to occur during recession).

Tab.13 Percentage of employees who are on-the-job searching by gender regions and working time in 1993 and 1995

	1993			*1995*		
	M	W	T	M	W	T
Part-time	55%	18%	29%	28%	18%	19%
Full-time	9%	7%	8%	8%	7%	8%
less than 30	23%	8%	11%	6%	11%	10%

Source: Our computations on SHIW 1993,1995

Tab.14 Percentage of employees who are on-the-job searching by gender regions and size of the firm in 1993 and 1995

	1993			1995		
Size of firm	M	W	T	M	W	T
less than 5	18%	24%	20%	20%	25%	22%
5-19	20%	11%	17%	13%	8%	11%
20-49	15%	18%	16%	21%	9%	17%
50-99	11%	10%	10%	8%	22%	12%
100-499	9%	9%	9%	12%	15%	13%
500 or more	4%	3%	3%	6%	4%	5%

Source: Our computations on SHIW 1993,1995

Though on-the-job search does not decrease monotonically with firm size, we observe how on-the-job search is the lowest for employees in firms with 500 or more employees (Tab.14).

As Tab.15 (in Appendix) shows, there is a significant share of workers in central age groups who are searching for a new job in 1993 in the South of Italy, this percentage decreased in 1995 and it is lower in other areas of the country, where workers search more in the younger age groups. We can observe, on the other hand, how white collars search more if they are younger, and there was an increase of young men (aged from 18 to 27) and young women (aged from 28 to 37 in the South of Italy, and aged 18 to 27 in the Centre North) who searched for a new job while employed as white collars in 1995. This can again be considered as a sign of the weakness of those on-the-job searchers who live in the South, where during the 1993 crisis the chances of being in search of a new job were higher if one was a worker, employed in Sectors with higher share of temporary jobs (Agriculture and Construction) and one was older.

Tab.16.a Percentage of employees who are on-the-job searching by education and gender 1993 and 1995

	1993			1995		
Education	M	W	T	M	W	T
none	21%	29%	23%	0%	0%	0%
elementary	9%	13%	10%	6%	2%	5%
secondary	9%	9%	9%	11%	8%	10%
high school	10%	8%	9%	8%	10%	9%
Degree or more	5%	4%	5%	6%	5%	5%

Source: Our computations on SHIW data

Tab.16.b Percentage of employees who are on-the-job searching by gender and tenure in 1993 and 1995

	1993			1995		
Tenure	M	W	T	M	W	T
less or 1	39%	32%	36%	13%	7%	10%
1-2	17%	21%	18%	6%	59%	20%
2-5	11%	11%	11%	4%	7%	5%
5-10	9%	3%	6%	11%	18%	13%
10-20	3%	2%	3%	4%	7%	5%
over 20	5%	1%	4%	1%	0%	1%

Source: Our computations on SHIW data

In 1993 we observe a decrease in the percentage of on-the-job search as the years of schooling increase. This is no longer true in 1995 where the highest percentage of on-the-job search can be found amongst employees with secondary or high school. The highest incidence of on-the-job search amongst employees with the lowest degree of education in 1993 (Tab.16.a) and the decrease in the percentage of on-the-job searchers amongst employees with elementary schooling are other signs of the weaker position of on-the-job searchers during recession. As Tab.16.b shows, on-the-job search decreases when tenure on current job increases. The effect of the number of children on job search does not show a clear pattern (Tab.17 in Appendix).

We then estimated bivariate probits on this subsample of SHIW to analyse how on-the-job search behaviour of employees in both years of the panel changed by gender and over the cycle. Tab.18 contains the estimates of the second step of bivariate probits and partial derivatives evaluated at sample means (tests on the differences of the estimated coefficients by gender and by years are provided in Tab.18.b in the Appendix).

Part-time

For men, working part-time in 1993 increases the probability of on-the-job search by 7% (by 4% in 1995), whereas for women working part-time has a positive and significant effect only in 1995. The higher effect of part-time working for men in 1993 is due to the higher likelihood that their reduced working time is a sign of firm crisis. On the other hand, the existence of a positive effect of working part-time on women's on-the-job search only in 1995 may be due to the disequilibrium position of women working part-time that makes them look for a full-time job only when the recession is over and the likelihood of finding a full-time job is higher.

Economic Sector, wage and job tenure

The likelihood of on-the-job search increases by 5% if men are employed in Agriculture in 1993. Being employed in this sector has a positive and significant effect only in 1993 and only for men. Being employed in the Public sector reduces by 5% the likelihood of searching a new job for men in 1993 and in 1995, and for women (by 4%) only in 1995.

Higher wages reduce on-the-job search for men only in 1995 (but only by 0.2%). The results do not change when we drop the variable on job tenure, apart for women's on-the-job search probability in 1993. In the latter case, by dropping job tenure we get a negative (-0.03) and significant (at 10% level of significance) coefficient for wages.

Job tenure has a negative and significant sign (apart for women in 1995) but its effect is negligible.

Business Cycle and labour market situation

In 1993, having received CIG benefits increases men's on-the-job search by 8% and women's on-the-job search by 11%. On the other hand, outside recession, having received CIG or mobility benefits does not affect on-the-job search behaviour.[16] Regional unemployment rates do not show a significant sign.

This Section shows that factors affecting on-the-job search during recession are those connected with a higher likelihood of losing one's job (like being employed in agriculture, or being employed in a part-time job, or having received CIG benefits). The same factors are not significant or have a lower effect in a non-recession year. Outside recession, for women it becomes significant to be in a part-time job, and for men to be in a managerial position. The results of bivariate probit estimations are therefore consistent with those of the descriptive analysis showing a weaker position of on-the-job seekers during recession.

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[16] In 1995 there are no women who received CIG benefits in our sample. We have included a variable taking the value of one if they received mobility benefits, but this variable, both for men and for women, did not show a significant effect.

Tab.18 – On-the-job search probability for people who have been employees in both panel waves, by gender, 1993, 1995

Men 1993 Variable	Coeff.	S.E.	t-ratio	M.X.	St.Dev.	Par.Der.
Constant	-1.134	2.60	-0.44			-0.079
Partner	-0.082	0.26	-0.32	0.05	0.21	-0.006
Son/Daughter	-0.062	0.19	-0.32	0.17	0.38	-0.004
Age	0.015	0.12	0.12	39.79	10.02	0.001
Age squared	-0.000	0.00	-0.29	1683.20	791.28	-0.000
Years of education	0.036	0.02	1.55	10.32	4.00	0.002
Town 40-500.000 inh.	-0.150	0.13	-1.12	0.47	0.50	-0.010
Part-time work (hrs<30)	0.949	0.30	3.18	0.04	0.20	0.066
Household income scaled	-0.012	0.01	-2.37	12.99	11.62	-0.001
Wage	-0.015	0.01	-1.28	13.09	6.73	-0.001
In Agriculture	0.713	0.21	3.42	0.03	0.17	0.050
In Service	-0.052	0.15	-0.35	0.22	0.41	-0.004
In Public Sector	-0.705	0.17	-4.09	0.34	0.48	-0.049
White-collar or teacher	-0.016	0.17	-0.10	0.42	0.49	-0.001
Managerial	0.059	0.29	0.21	0.10	0.31	0.004
Tenure	-0.029	0.01	-3.10	13.79	9.74	-0.002
Regional Unemployment	0.015	0.02	0.87	7.01	4.48	0.001
Cig	1.192	0.37	3.24	0.01	0.11	0.083
obs.	1448					
on-the-job search	0.1					

Women 1993 Variable	Coeff.	S.E.	t-ratio	M.X.	St.Dev.	Par.Der.
Constant	-2.755	4.25	-0.65			-0.165
Partner	-0.465	0.22	-2.14	0.62	0.49	-0.028
Son/Daughter	0.083	0.30	0.28	0.20	0.40	0.005
Age	0.110	0.17	0.66	37.75	9.41	0.007
Age squared	-0.001	0.00	-0.57	1513.10	719.81	-0.000
Years of education	0.025	0.07	0.34	11.77	4.00	0.002
Town 40-500.000 inh.	-0.121	0.17	-0.72	0.47	0.50	-0.007
Part-time work (hrs<30)	0.197	0.26	0.77	0.27	0.44	0.012
Household income scaled	0.006	0.01	0.96	21.01	12.74	0.000
Wage	-0.008	0.01	-0.58	12.61	6.76	-0.000
In Agriculture	0.801	0.49	1.62	0.02	0.13	0.048
In Service	0.238	0.21	1.14	0.26	0.44	0.014
In Public Sector	-0.278	0.27	-1.03	0.52	0.50	-0.017
White-collar or teacher	-0.242	0.24	-0.99	0.65	0.48	-0.014
Managerial	-0.814	0.84	-0.97	0.05	0.21	-0.049
Tenure	-0.087	0.01	-7.36	11.70	9.07	-0.005
Regional Unemployment	-0.047	0.05	-0.90	5.22	2.50	-0.003
Cig	1.758	0.57	3.07	0.01	0.07	0.105
obs.	886					
on-the-job search	0.08					

5% significance level
10% significance level

Variable	Men 1995 Coeff.	S.E.	t-ratio	M.X.	St.Dev.	Par.Der.
Constant	-1.419	1.78	-0.80			-0.071
Partner	0.276	0.21	1.33	0.05	0.21	0.014
Son/Daughter	-0.722	0.21	-3.47	0.17	0.38	-0.036
Age	0.041	0.08	0.50	41.79	10.02	0.002
Age squared	-0.001	0.00	-0.90	1846.30	830.96	-0.000
Years of education	0.037	0.03	1.46	10.37	3.91	0.002
Town 40-500.000 inh.	0.205	0.11	1.83	0.47	0.50	0.010
Part-time work (hrs<30)	0.739	0.32	2.28	0.04	0.19	0.037
Household income scaled	-0.003	0.00	-0.60	15.32	14.37	-0.000
Wage	-0.047	0.02	-2.98	13.97	6.67	-0.002
In Agriculture	0.091	0.22	0.41	0.02	0.14	0.005
In Service	-0.163	0.13	-1.29	0.22	0.41	-0.008
In Public Sector	-1.068	0.21	-5.05	0.36	0.48	-0.053
White-collar or teacher	0.088	0.17	0.51	0.37	0.48	0.004
Managerial	0.549	0.24	2.33	0.16	0.36	0.027
Tenure	-0.023	0.01	-2.62	8.09	9.96	-0.001
Regional Unemployment	0.005	0.01	0.71	10.76	8.39	0.000
Cig	-3.674	46360	0.00	0.00	0.06	-0.184
obs.	1448					
on-the-job search	0.08					

5% significance level
10% significance level

Variable	Women 1995 Coeff.	S.E.	t-ratio	M.X.	St.Dev.	Par.Der.
Constant	-0.394	1.41	-0.28			-0.031
Partner	-0.725	0.20	-3.56	0.61	0.49	-0.058
Son/Daughter	-0.183	0.26	-0.71	0.19	0.39	-0.015
Age	-0.016	0.08	-0.20	39.34	9.29	-0.001
Age squared	-0.001	0.00	-0.52	1633.60	743.48	-0.000
Years of education	0.028	0.03	0.96	11.72	3.90	0.002
Town 40-500.000 inh.	0.367	0.15	2.46	0.35	0.48	0.029
Part-time work (hrs<30)	0.471	0.19	2.54	0.25	0.44	0.038
Household income scaled	0.003	0.01	0.59	23.47	14.66	0.000
Wage	0.003	0.01	0.37	13.51	7.72	0.000
In Agriculture	-0.614	0.70	-0.88	0.04	0.18	-0.049
In Service	0.188	0.20	0.96	0.25	0.43	0.015
In Public Sector	-0.465	0.23	-2.06	0.52	0.50	-0.037
White-collar or teacher	0.009	0.21	0.04	0.62	0.49	0.001
Managerial	0.092	0.34	0.27	0.07	0.26	0.007
Tenure	0.014	0.01	0.94	3.31	6.51	0.001
Regional Unemployment	0.001	0.02	0.06	7.62	3.83	0.000
obs.	886					
on-the-job search	0.08					

5% significance level
10% significance level

Source: Our computations on SHIW data

3. The outcomes of on-the-job search

We can now turn to the *outcomes of on-the-job search* for those employees who changed their job between the two surveys observed.[17] We have disaggregated our sample according to the change in job occurring between the two years analysed and according to their job search behaviour in 1993. By disaggregating switchers and stayers with respect to the sector where they were employed in 1993, we can see that switchers who were looking for a job in 1993 are overrepresented in Agriculture (18% of men switchers and on-the-job searchers in 1993 were employed in Agriculture, while looking at the whole sample of employees we find that only 4% of employed men in 1993 are employed in Agriculture, and for women this overrepresentation is also observed, Tab.22.a in Appendix), women are overrepresented in the service sector, and both men and women are underrepresented in the Public Sector. Employed men living in the South of Italy are overrepresented amongst switchers who were looking for a job in 1993 (as Tab.22.b, in Appendix, shows 50% of men who switched a job and were on-the-job searchers in 1993 live in the South of Italy, where we find 32% of employed men in our sample).

Tab.19 shows the degree of satisfaction regarding the current job and the perceived probability of keeping one's job. This information is only available for a subsample of 1995 survey. This does not enable us a comparison with the previous job. We compare the average job satisfaction expressed by switchers in search and not in search with the whole panel of individuals analysed. The degree of job satisfaction (expressed in grades from 1 to 5) is almost invariant across the three groups of individuals analysed in Tab.19. As far as the probability of keeping one's job is concerned, we find it to be lower amongst switchers than for the whole sample (this is expected since switchers have lower tenure) but there is no important difference between switchers who searched for a new job in 1993 and other switchers who were not engaged in job search in 1993. However, these data do not allow us to test whether on-the-job search led to a more secure job and to a high degree of job satisfaction.

Tab.19 Probability of keeping one's job and degree of current job satisfaction - 1995

	Pr.Keep job		Job Satisfaction		N.obs.
	Mean	S.D.	Mean	S.D.	
Total	%		a.v.		
Men	89	22	3.5	1.1	1448
Women	86.3	25.5	3.5	1.1	886
Total	87.9	23.3	3.5	1.1	2334
Switchers in search					
Men	82.6	20.6	3.2	1.1	89
Women	72.8	32.2	3.2	1.2	57
Total	78.4	26.4	3.2	1.1	146
Switchers not in search					
Men	81.9	22.9	3.1	1.1	870
Women	75	39.2	4.5	0.7	650
Total	79.2	29.7	3.3	1.1	1520

Source: Our computations on SHIW data

Though we cannot compare job characteristics like degree of job satisfaction and expected employment probability (due to lack of this information in the 1993 survey) we are able to compare wages. Individual net hourly wages for our sample show a high concentration at the lower tail of the distribution. Tab.20 (in Appendix) shows the decile mobility, and the prevalence after the 2nd decile of downward mobility.

When we measure mobility by using the deciles of the distribution (Tab.21.a) we find that

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[17] To define switchers and stayers, we used the information on years of experience with the same employer as in 1995. However, whether switchers experienced an unemployment spell from 1993 to 1995 is unknown.

on-the-job search results in higher wages for men, whereas women who switch their job after searching for a new job in 1993 have a significantly higher probability of experiencing a reduction in their wages. This result is also connected to the distribution of wages of women who are switchers and searched for a new job in 1993 which is less concentrated in the lower tails than is the case for men in the same situation and for the other groups of women analysed.

Tab.21.a also shows indicators of the size of the change in wages from 1993 to 1995. For women there is asymmetry in the size of the upward and downward mobility, the latter prevailing. The size of upward change in wages prevails for women only if they are switchers who did not search for a new job in 1993. Men show a more symmetric change if they are stayers or switchers who did not look for a new job in 1993.

Tab.21.a – Decile mobility total sample, switchers and stayers

Total	Decile Mobility			Average Absolute Jump			
	None	Upward	Down	AAJ	AAJ	ADJ	*N.obs.*
Men	66	23	11	0.39	0.25	0.14	1438
Women	41	5	54	0.75	0.06	0.69	871
Stayers	Decile Mobility			Average Absolute Jump			
	None	Upward	Down	AAJ	AAJ	ADJ	*N.obs.*
Men	68	15	17	0.4	0.19	0.21	488
Women	53	5	42	0.62	0.08	0.54	177
Switchers ojs in 1993	Decile Mobility			Average Absolute Jump			
	None	Upward	Down	AAJ	AAJ	ADJ	*N.obs.*
Men	16	84	0	1.44	1.44	0	85
Women	6	2	92	2.73	0.1	2.63	52
Switchers not ojs 1993	Decile Mobility			Average Absolute Jump			
	None	Upward	Down	AAJ	AAJ	ADJ	*N.obs.*
Men	54	21	25	0.57	0.26	0.31	862
Women	58	29	13	0.55	0.37	0.18	637

Source: Our computations on SHIW data
ojs=on-the-job search

We then disagreggated the sample of switchers according to their employment condition during 1993. Tab.21.b (in Appendix) shows the decile mobility and average jump of those switchers who were searching for a new job in 1993 and had been receiving CIG benefits or had not been employed for at least one month during 1993. As we can see, women in this condition have a higher probability of experiencing a wage reduction in their new job in 1995 and show a more asymmetric distribution of average jump (with a higher size in the downward jump in the decile distribution of wages) than women who had never received CIG benefits or had never been not employed in 1993. The opposite holds for men. This shows that women engaging in on-the-job-search after experiencing CIG or a spell of not employment, during the recession year, were in a weaker position with respect to men. The difference that we observe in wage mobility by gender may be due to the higher dispersion of wages for the 28 women who were in CIG or were not employed during 1993, with respect to men in the same situation. In fact, 98% of men who were receiving CIG or were not employed in 1993 earned wages which were below or in the 3rd decile of their wage distribution in 1993, whereas 58% of women earned wages below or equal to the 3rd decile of their wages distribution. Men's wages are more concentrated in the lower tail of the distribution if

they have been not employed or have received CIG benefits, whereas the opposite holds for women. The difference in the wage distribution by gender is less pronounced for employees who have never received CIG or who were never not employed in 1993.

The view that on-the-job search during recession may lead to accepting lower wages in exchange for higher job stability (Schettkatt,1996b) could therefore apply only to women who were hit by the crisis, having faced unemployment or CIG spells during recession. However, lack of data on the expected stability of the job held in 1993 does not allow us to check the relation between wages and job stability.

Conclusions

When one observes the aggregate data of employed individuals who search for a new job in years characterized by a different economic situation, on-the-job search seems almost stable over time. However, the descriptive analysis and the models estimated in this paper show different on-the-job search behaviour by regions and gender with unstable coefficients over time and by gender. There is higher instability in the coefficients by gender in 1993 than in 1995, while over time coefficients instability is higher for women (Tab.8, Appendix). For employed women tenure and wages have a stronger discouraging effect in 1993, regional unemployment rates have a discouraging effect on search only in 1993 whereas having received CIG benefits has a positive effect on employed women's job search only in 1993. Working part-time has a higher effect on women's search for a new job in 1995, whereas being self-employed reduces on-the-job search and the effect is higher in 1993.

We extended our analysis to include the degree of satisfaction with the current job (for reasons other than current wage) and the fear of losing one's job. This analysis was performed on a subsample of SHIW 1995. As expected, we found that fear of losing a job drives up on-the-job search and that the more one is satisfied in one's job the lower will be the probability of one's searching for a new job.

The results on the wage mobility performed on a reduced sample show a higher probability of downward mobility in the wage distribution for women who changed their job and were on-the-job searchers in 1993. This seems in line with the view that on-the-job search during recession may lead to accepting lower wages in exchange for higher job stability for this group of the population. However, lack of data on the expected stability of the job held in 1993 does not allow us to check the relation between wages and job stability.

Having restricted our analysis to a sample of individuals who were interviewed and were employees in both years we find that on-the-job search behaviour during recession is more affected by factors denoting a weaker position in the labour market.

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Appendix

Tab.8 Tests on coefficients in Tab.6

Variable	Men 1993		Women 1993		
	Coeff.	S.E.	Coeff.	S.E.	t-test
Constant	-0.280	1.090	-2.844	0.479	2.154
Partner	-0.032	0.118	-0.390	0.081	2.504
Son/Daughter	-0.092	0.108	-0.171	0.099	0.534
Age	-0.044	0.054	0.110	0.026	-2.558
Age squared	0.000	0.001	-0.001	0.000	2.387
Years of education	0.023	0.010	0.043	0.012	-1.280
Town 40-500.000 inh.	0.070	0.061	0.103	0.063	-0.377
Part-time work (hrs<30)	0.200	0.106	0.148	0.072	0.412
Self-employed	-0.248	0.083	-0.443	0.103	1.480
Household income scaled	-0.005	0.002	-0.001	0.003	-1.019
Wage	0.007	0.002	-0.009	0.004	3.710
In Agriculture	0.363	0.108	0.473	0.106	-0.733
In Service	-0.099	0.067	0.122	0.073	-2.229
In Public Sector	-0.704	0.097	-0.284	0.102	-2.981
White-collar or teacher	-0.178	0.087	-0.062	0.081	-0.981
Managerial	-0.503	0.164	-0.511	0.364	0.020
Tenure	-0.027	0.004	-0.043	0.005	2.651
Regional Unemployment	0.054	0.008	-0.088	0.015	8.540
CIG	0.944	0.230	0.878	0.198	0.217
obs.	5018		2823		
on-the-job search	0.097		0.097		
Variable	Men 1995		Women 1995		
	Coeff.	S.E.	Coeff.	S.E.	t-test
Constant	-0.687	0.413	0.479	0.535	-1.724
Partner	0.179	0.102	-0.579	0.092	5.515
Son/Daughter	-0.181	0.083	-0.168	0.113	-0.093
Age	-0.011	0.021	-0.059	0.029	1.342
Age squared	-0.000	0.000	0.000	0.000	-0.930
Years of education	0.028	0.009	0.015	0.013	0.803
Town 40-500.000 inh.	0.265	0.057	0.260	0.074	0.052
Part-time work (hrs<30)	0.265	0.104	0.363	0.082	-0.740
Self-employed	-0.347	0.081	-0.259	0.114	-0.628
Household income scaled	-0.002	0.002	0.003	0.002	-2.011
Wage	-0.003	0.002	0.000	0.002	-0.934
In Agriculture	0.142	0.115	-0.011	0.212	0.635
In Service	-0.048	0.063	0.173	0.091	-2.004
In Public Sector	-0.780	0.097	-0.264	0.116	-3.416
White-collar or teacher	-0.132	0.084	-0.194	0.100	0.475
Managerial	0.144	0.114	-0.092	0.197	1.035
Tenure	-0.023	0.004	-0.007	0.007	-1.950
Regional Unemployment	0.017	0.003	0.006	0.010	0.970
CIG	0.277	0.401	-2.183	47.330	0.052
obs.	4973		2975		
on-the-job search	0.108		0.112		

Variable	Men 1993		Men 1995		
	Coeff.	S.E.	Coeff.	S.E.	t-test
Constant	-0.280	1.090	-0.687	0.413	0.349
Partner	-0.032	0.118	0.179	0.102	-1.359
Son/Daughter	-0.092	0.108	-0.181	0.083	0.655
Age	-0.044	0.054	-0.011	0.021	-0.579
Age squared	0.000	0.001	-0.000	0.000	0.732
Years of education	0.023	0.010	0.028	0.009	-0.332
Town 40-500.000 inh.	0.070	0.061	0.265	0.057	-2.326
Part-time work (hrs<30)	0.200	0.106	0.265	0.104	-0.437
Self-employed	-0.248	0.083	-0.347	0.081	0.859
Household income scaled	-0.005	0.002	-0.002	0.002	-0.908
Wage	0.007	0.002	-0.003	0.002	3.213
In Agriculture	0.363	0.108	0.142	0.115	1.402
In Service	-0.099	0.067	-0.048	0.063	-0.552
In Public Sector	-0.704	0.097	-0.780	0.097	0.556
White-collar or teacher	-0.178	0.087	-0.132	0.084	-0.378
Managerial	-0.503	0.164	0.144	0.114	-3.245
Tenure	-0.027	0.004	-0.023	0.004	-0.650
Regional Unemployment	0.054	0.008	0.017	0.003	4.507
CIG	0.944	0.230	0.277	0.401	1.441
obs.	5018		4973		
on-the-job search	0.097		0.108		

Variable	Women 1993		Women 1995		
	Coeff.	S.E.	Coeff.	S.E.	t-test
Constant	-2.844	0.479	0.479	0.535	-4.626
Partner	-0.390	0.081	-0.579	0.092	1.540
Son/Daughter	-0.171	0.099	-0.168	0.113	-0.015
Age	0.110	0.026	-0.059	0.029	4.301
Age squared	-0.001	0.000	0.000	0.000	-3.315
Years of education	0.043	0.012	0.015	0.013	1.599
Town 40-500.000 inh.	0.103	0.063	0.260	0.074	-1.613
Part-time work (hrs<30)	0.148	0.072	0.363	0.082	-1.977
Self-employed	-0.443	0.103	-0.259	0.114	-1.197
Household income scaled	-0.001	0.003	0.003	0.002	-1.280
Wage	-0.009	0.004	0.000	0.002	-2.133
In Agriculture	0.473	0.106	-0.011	0.212	2.045
In Service	0.122	0.073	0.173	0.091	-0.436
In Public Sector	-0.284	0.102	-0.264	0.116	-0.132
White-collar or teacher	-0.062	0.081	-0.194	0.100	1.035
Managerial	-0.511	0.364	-0.092	0.197	-1.013
Tenure	-0.043	0.005	-0.007	0.007	-4.188
Regional Unemployment	-0.088	0.015	0.006	0.010	-5.315
CIG	0.878	0.198	-2.183	47.330	0.065
obs.	2823		2975		
on-the-job search	0.097		0.112		

Source: Our computations on SHIW 1993 and 1995

5% significance level
10% significance level

Tab.9 –Tests on coefficients in Tab.7

Variable	Women Coeff.	1995 St. Error	Men Coeff.	1995 St. Error	t-test
Constant	-0.212	4.198	-16.94	4.674	2.662
Partner	-0.765	0.091	0.466	0.978	-1.254
Son/Daughter	-0.257	0.095	-0.055	0.874	-0.230
Age	-0.002	0.031	0.054	0.035	-1.217
Age squared	-0.000	0.000	-0.001	0.000	0.878
Years of Education	-0.015	0.011	0.018	0.014	-1.836
Town 40-500.000 inh.	0.230	0.048	0.219	0.087	0.118
Part-time work(hrs<30)	0.280	0.069	-0.012	1.206	0.241
Self-employed	-0.634	0.099	-0.362	0.844	-0.320
Household income scal.	0.001	0.001	-0.001	0.003	0.763
Wage	-0.010	0.003	-0.002	0.003	-2.111
Fear of losing job	0.149	0.019	0.143	0.030	0.187
Job Satisfaction	-0.126	0.020	-0.152	0.038	0.606
Agriculture	0.075	1.385	0.110	1.281	-0.019
Service Sector	0.104	0.047	0.138	0.096	-0.316
Public Sector	-0.368	0.713	-0.855	1.119	0.367
White-collar or teacher	-0.046	0.068	-0.015	0.898	-0.034
Managerial	0.069	1.288	0.264	1.244	-0.109
Past Work Experience	-0.003	0.001	-0.003	0.001	-0.489
Regional Unemployment	-0.032	0.008	0.010	0.005	-4.303

Source: Our computations on SHIW 1995

5% significance level

10% significance level

Tab.15 Employees who are on-the-job searching by gender,age,regions and type of job

Worker Italy

Age	1993 M	W	T	1995 M	W	T
18-27	28%	15%	24%	22%	32%	26%
28-37	12%	13%	12%	15%	5%	13%
38-47	9%	14%	10%	8%	4%	7%
48-57	10%	1%	8%	4%	3%	3%
58-64	0%	0%	0%	6%	0%	5%

White Collar Italy

Age	1993 M	W	T	1995 M	W	T
18-27	9%	18%	15%	22%	31%	28%
28-37	15%	6%	1%	4%	13%	3%
38-47	1%	1%	0%	6%	1%	1%
48-57	0%	1%	8%	1%	1%	0%
58-64	0%	29%	8%	0%	0%	0%

Manag. Italy

Age	1993 M	W	T	1995 M	W	T
18-27	0%	0%	0%	0%	0%	0%
28-37	14%	6%	10%	11%	17%	13%
38-47	7%	0%	5%	9%	7%	9%
48-57	1%	0%	1%	9%	0%	8%
58-64	0%	0%	0%	0%	0%	0%

Italy

Age	1993 M	W	T	1995 M	W	T
18-27	23%	16%	20%	19%	27%	25%
28-37	13%	9%	11%	13%	8%	11%
38-47	6%	6%	6%	4%	4%	6%
48-57	4%	1%	3%	4%	0%	3%
58-64	0%	28%	4%	0%	0%	2%

Worker Centre North

Age	1993 M	W	T	1995 M	W	T
18-27	25%	18%	22%	18%	33%	24%
28-37	9%	15%	11%	14%	16%	12%
38-47	5%	10%	7%	4%	2%	3%
48-57	1%	2%	1%	3%	4%	4%
58-64	0%	0%	0%	7%	0%	6%

White Collar Centre North

Age	1993 M	W	T	1995 M	W	T
18-27	9%	21%	16%	18%	32%	28%
28-37	19%	7%	13%	6%	11%	9%
38-47	1%	1%	1%	8%	2%	5%
48-57	0%	1%	1%	1%	2%	2%
58-64	0%	100%	46%	0%	0%	0%

Manag. Centre North

Age	1993 M	W	T	1995 M	W	T
18-27	0%	0%	0%	0%	0%	0%
28-37	18%	8%	13%	13%	23%	16%
38-47	7%	0%	6%	11%	9%	11%
48-57	1%	0%	1%	11%	0%	10%
58-64	0%	0%	0%	0%	0%	0%

Centre North

Age	1993 M	W	T	1995 M	W	T
18-27	21%	19%	20%	18%	32%	25%
28-37	14%	10%	12%	11%	11%	11%
38-47	4%	5%	4%	7%	2%	5%
48-57	1%	1%	1%	5%	3%	4%
58-64	0%	92%	12%	2%	0%	2%

Worker South

Age	1993 M	W	T	1995 M	W	T
18-27	38%	0%	31%	35%	20%	32%
28-37	21%	0%	18%	17%	2%	15%
38-47	19%	38%	22%	12%	14%	13%
48-57	33%	0%	24%	4%	0%	3%
58-64	0%	0%	0%	6%	0%	5%

White Collar South

Age	1993 M	W	T	1995 M	W	T
18-27	6%	2%	4%	36%	0%	25%
28-37	3%	6%	5%	3%	15%	9%
38-47	1%	1%	1%	2%	1%	2%
48-57	0%	0%	0%	0%	0%	0%
58-64	0%	0%	0%	0%	0%	0%

Manag. South

Age	1993 M	W	T	1995 M	W	T
18-27	0%	0%	0%	0%	0%	0%
28-37	0%	0%	0%	8%	0%	5%
38-47	3%	0%	2%	3%	0%	2%
48-57	0%	0%	0%	4%	0%	3%
58-64	0%	0%	0%	0%	0%	0%

South

Age	1993 M	W	T	1995 M	W	T
18-27	35%	8%	23%	35%	8%	28%
28-37	11%	12%	10%	11%	12%	11%
38-47	8%	3%	8%	8%	3%	6%
48-57	2%	0%	7%	2%	0%	1%
58-64	2%	0%	0%	3%	0%	2%

Tab.17 Employees who are on-the-job searching by gender and number of children

	1993			1995		
N.children	M	W	T	M	W	T
0	12%	7%	10%	16%	11%	14%
1	10%	10%	10%	4%	6%	5%
2	10%	8%	9%	10%	8%	9%
3	7%	4%	6%	5%	10%	6%
4	4%	6%	4%	5%	7%	5%
5	0%	0%	0%	35%	11%	29%
over 6	0%	0%	0%	0%	0%	0%

Tab.18.b Tests on coefficients in Tab.18

	Men 1993		Women 1993		
Variable	Coeff.	S.E.	Coeff.	S.E.	t-test
Constant	-1.134	2.60	-2.755	4.25	0.326
Partner	-0.082	0.26	-0.465	0.22	1.141
Son/Daughter	-0.062	0.19	0.083	0.30	-0.406
Age	0.015	0.12	0.110	0.17	-0.463
Age squared	-0.000	0.00	-0.001	0.00	0.297
Years of education	0.036	0.02	0.025	0.07	0.135
Town 40-500.000 inh.	-0.150	0.13	-0.121	0.17	-0.134
Part-time work (hrs<30)	0.949	0.30	0.197	0.26	1.913
Household income scaled	-0.012	0.01	0.006	0.01	-2.241
Wage	-0.015	0.01	-0.008	0.01	-0.368
In Agriculture	0.713	0.21	0.801	0.49	-0.164
In Service	-0.052	0.15	0.238	0.21	-1.139
In Public Sector	-0.705	0.17	-0.278	0.27	-1.332
White-collar or teacher	-0.016	0.17	-0.242	0.24	0.756
Managerial	0.059	0.29	-0.814	0.84	0.987
Tenure	-0.029	0.01	-0.087	0.01	3.830
Regional Unemployment	0.015	0.02	-0.047	0.05	1.118
Cig	1.192	0.37	1.758	0.57	-0.831
obs.	1448		886		
on-the-job search	0.1		0.08		

	Men 1995		Women 1995		
Variable	Coeff.	S.E.	Coeff.	S.E.	t-test
Constant	-1.419	1.78	-0.394	1.41	-0.452
Partner	0.276	0.21	-0.725	0.20	3.437
Son/Daughter	-0.722	0.21	-0.183	0.26	-1.622
Age	0.041	0.08	-0.016	0.08	0.500
Age squared	-0.001	0.00	-0.001	0.00	-0.234
Years of education	0.037	0.03	0.028	0.03	0.225
Town 40-500.000 inh.	0.205	0.11	0.367	0.15	-0.868
Part-time work (hrs<30)	0.739	0.32	0.471	0.19	0.718
Household income scaled	-0.003	0.00	0.003	0.01	-0.833
Wage	-0.047	0.02	0.003	0.01	-2.769
In Agriculture	0.091	0.22	-0.614	0.70	0.962
In Service	-0.163	0.13	0.188	0.20	-1.506
In Public Sector	-1.068	0.21	-0.465	0.23	-1.944
White-collar or teacher	0.088	0.17	0.009	0.21	0.293
Managerial	0.549	0.24	0.092	0.34	1.111
Tenure	-0.023	0.01	0.014	0.01	-2.157
Regional Unemployment	0.005	0.01	0.001	0.02	0.170
Cig	-3.674	46360			-0.000
obs.	1448				
on-the-job search	0.08				

Variable	Men 1993 Coeff.	S.E.	Men 1995 Coeff.	S.E.	t-test
Constant	-1.134	2.60	-1.419	1.78	0.091
Partner	-0.082	0.26	0.276	0.21	-1.083
Son/Daughter	-0.062	0.19	-0.722	0.21	2.316
Age	0.015	0.12	0.041	0.08	-0.180
Age squared	-0.000	0.00	-0.001	0.00	0.237
Years of education	0.036	0.02	0.037	0.03	-0.044
Town 40-500.000 inh.	-0.150	0.13	0.205	0.11	-2.034
Part-time work (hrs<30)	0.949	0.30	0.739	0.32	0.478
Household income scaled	-0.012	0.01	-0.003	0.00	-1.463
Wage	-0.015	0.01	-0.047	0.02	1.600
In Agriculture	0.713	0.21	0.091	0.22	2.037
In Service	-0.052	0.15	-0.163	0.13	0.577
In Public Sector	-0.705	0.17	-1.068	0.21	1.330
White-collar or teacher	-0.016	0.17	0.088	0.17	-0.429
Managerial	0.059	0.29	0.549	0.24	-1.316
Tenure	-0.029	0.01	-0.023	0.01	-0.501
Regional Unemployment	0.015	0.02	0.005	0.01	0.540
Cig	1.192	0.37	-3.674	46360	0.000
obs.	1448				
on-the-job search	0.1				

Variable	Women 1993 Coeff.	S.E.	Women 1995 Coeff.	S.E.	t-test
Constant	-2.755	4.25	-0.394	1.41	-0.528
Partner	-0.465	0.22	-0.725	0.20	0.874
Son/Daughter	0.083	0.30	-0.183	0.26	0.672
Age	0.110	0.17	-0.016	0.08	0.685
Age squared	-0.001	0.00	-0.001	0.00	-0.287
Years of education	0.025	0.07	0.028	0.03	-0.039
Town 40-500.000 inh.	-0.121	0.17	0.367	0.15	-2.166
Part-time work (hrs<30)	0.197	0.26	0.471	0.19	-0.868
Household income scaled	0.006	0.01	0.003	0.01	0.333
Wage	-0.008	0.01	0.003	0.01	-0.686
In Agriculture	0.801	0.49	-0.614	0.70	1.655
In Service	0.238	0.21	0.188	0.20	0.173
In Public Sector	-0.278	0.27	-0.465	0.23	0.532
White-collar or teacher	-0.242	0.24	0.009	0.21	-0.783
Managerial	-0.814	0.84	0.092	0.34	-1.004
Tenure	-0.087	0.01	0.014	0.01	-5.392
Regional Unemployment	-0.047	0.05	0.001	0.02	-0.860
Cig	1.758	0.57			
obs.	886		886		
on-the-job search	0.08		0.08		

Source: Our computations on SHIW 1993,1995

5% significance level
10% significance level

Tab. 20 Decile Mobility

Deciles	None	Upward	Down
1st	90%	10%	0%
2nd	58%	3%	39%
3rd	22%	2%	76%
4th	7%	5%	88%
5th	14%	0%	86%
6th	0%	0%	100%
7th	0%	0%	100%
8th	0%	0%	100%
9th	0%	0%	100%
10th	0%	0%	100%

Source: Our computations on SHIW data

Tab.21.b – Decile mobility for switchers according to their unemployment or CIG spell

Switchers on-the-job searchers in 1993, in CIG or not employed during 1993

	Decile Mobility			Average Absolute Jump			
	None	Upward	Downward	AAJ	AAJ	ADJ	*N.obs.*
Men	18	81	1	1.85	1.66	0.19	47
Women	11	3	86	3.47	0.21	3.26	28

Switchers on-the-job searchers in 1993, never in CIG or not employed during 1993

	Decile Mobility			Average Absolute Jump			
	None	Upward	Downward	AAJ	AAJ	ADJ	*N.obs.*
Men	52	8	40	0.49	0.08	0.41	24
Women	20	51	29	1.17	0.63	0.54	24

Source: Our computations on SHIW 1993,1995

Tab.22.a – Stayers and Switchers by gender and sector in 1993

	Stayers		Switchers ojs		Switchers nojs		Total	
Sector in 1993	M	W	M	W	M	W	M	W
Agriculture	3%	4%	18%	10%	3%	2%	4%	2%
Industry	41%	18%	50%	28%	39%	24%	42%	24%
Service	19%	38%	23%	41%	22%	18%	21%	22%
Public	37%	40%	9%	21%	36%	56%	33%	52%
	100%	100%	100%	100%	100%	100%	100%	100%
observations	488	178	85	52	866	642	1439	872

ojs=on-the-job search

Tab.22.b – Stayers and Switchers by gender and region

	Stayers		Switchers ojs		Switchers nojs		Total	
Area in 1993-1995	M	W	M	W	M	W	M	W
Centre North	72%	79%	50%	76%	62%	69%	68%	74%
South	28%	21%	50%	24%	38%	31%	32%	26%

Source: Our computations on SHIW 1993,1995
ojs=on-the-job search