OCCUPATIONAL MOBILITY IN FINLAND 1995-2010

PROFESSIONALS IN TRANSITION*

Markku Nurminen,[1,2,3] Pertti Mutanen,[3] Brett A. Davis,[4] Tuula Nurminen[3]

[1]MarkStat Consultancy, Helsinki, Finland
[2]The Hjelt Institute, Faculty of Medicine, University of Helsinki, Finland
[3]Finnish Institute of Occupational Health, Helsinki (FIOH), Finland
[4]Australian Institute of Health and Welfare, Canberra, ACT, Australia

Abstract

Persons' passage to and from labor force varies by age, gender, education, occupation, etc. The concept of *working life expectancy* summarises the future employment time of a person from a given age to the end of his or her working-life career.

This demographic-statistical research is concerned with the estimation of the duration of time that an individual living at that age is expected to occupy the various states of activity and employment and the transition times between the states. Transitions were followed from the initial status into four comprehensive and mutually exclusive states, 1, employed in the initial occupational class under investigation, 2, employed in a different occupation to the first one at focus, 3, other alive status, that is, either unemployed or out of the labor force (e.g., students, pensioners, other economically inactive persons), and, 4, dead.

Data from the Finnish Longitudinal Census Data File for the years 1995, 2000, 2004, and 2005 were compiled by Statistics Finland. The entry study population comprised all people resident in Finland at the time of the 1995 census. For each gender and occupational class, a record linkage at an individual level for ages 15-64 years provided information for the national cohort of 3.4 million people subject to undergo transition.

A multistate, multivariate logistic model was assumed for the population transition frequencies. The aggregated data were analyzed using the weighted least squares, large-sample regression model for a nonhomogeneous time (age, year) Markov chain stochastic process developed by Davis (The Australian National University, 2003). The analysis of the discrete time series produced original estimates of the occupation and transition times.

In this paper, the results are reported for the occupational class of physical, mathematical and engineering science professionals, with a superficial comparison to life science and health professionals, and teaching professionals. A finding is that Finnish professionals' propensity for occupational mobility has been increasing drastically from year 1995 to 2005, and it was predicted to increase further toward the year 2010 and beyond, and may do so at an accelerated rate. This pattern is informatively and compactly summarized in terms of the expected future duration of occupancy in the initial profession registered at the 1995 census before transition to another one recorded at any of the later census times.

Increased occupational mobility may have contributed to the extended duration of total working career and thereby increased the size of the active labor force.

Key terms: occupational mobility, geographical migration, employment transitions, register-based research, population censuses, longitudinal time series, multistate modeling.

*http://markstat.net/en/images/stories/occupational_mobility.pdf