

PETER MÜHLAU

Polish migrants in the recession – Evidence from 'Polonia in Dublin'



Labour market position of Poles in Ireland: Dominant perspective

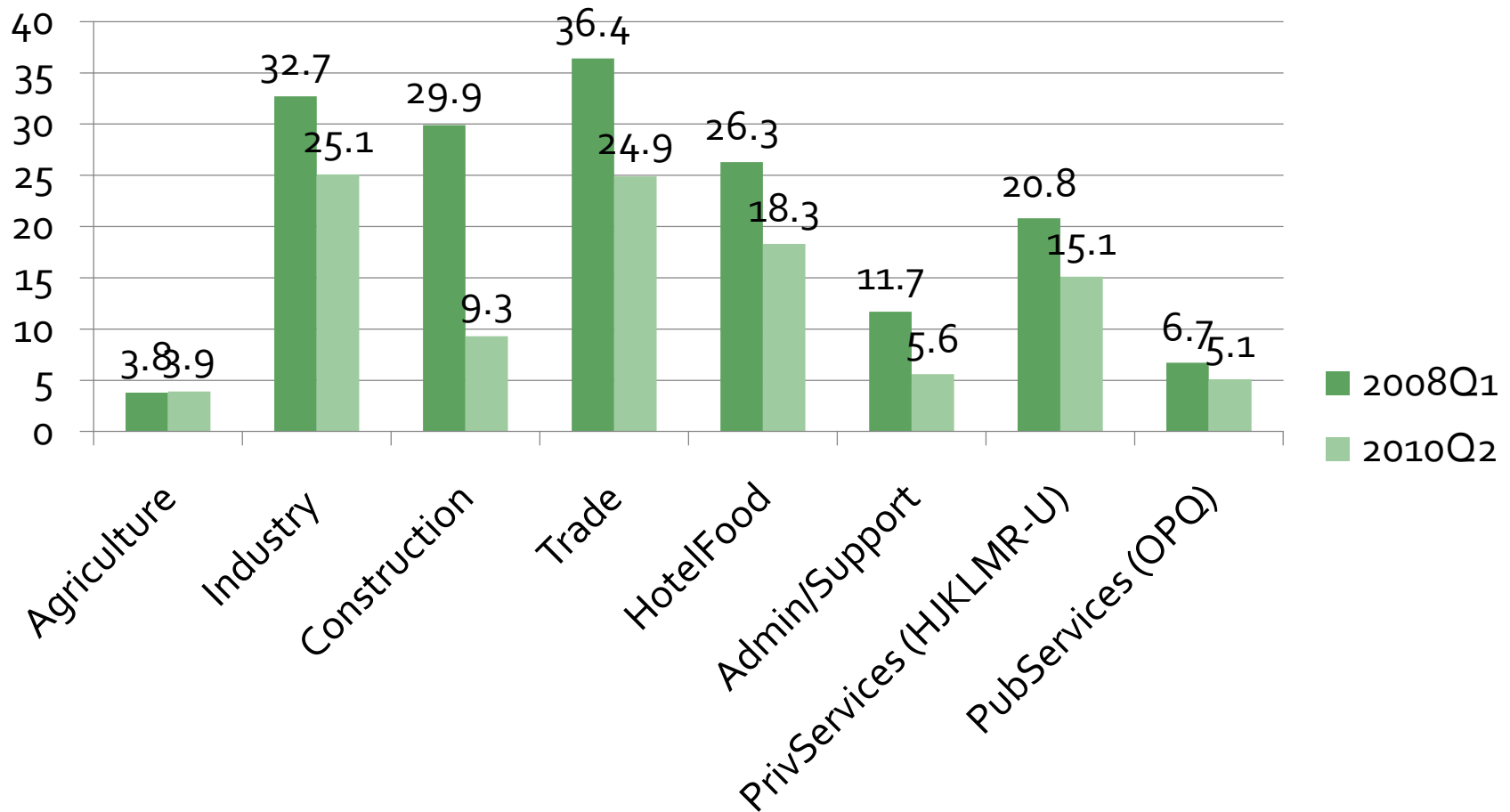
- unskilled and semiskilled jobs
 - poorly paid
 - no returns to human capital
 - no training
 - no advancement
 - instable employment
- External (secondary) labour market segment
(Industry, firm or job)

Occupational Distribution, EU15-27 Migrants

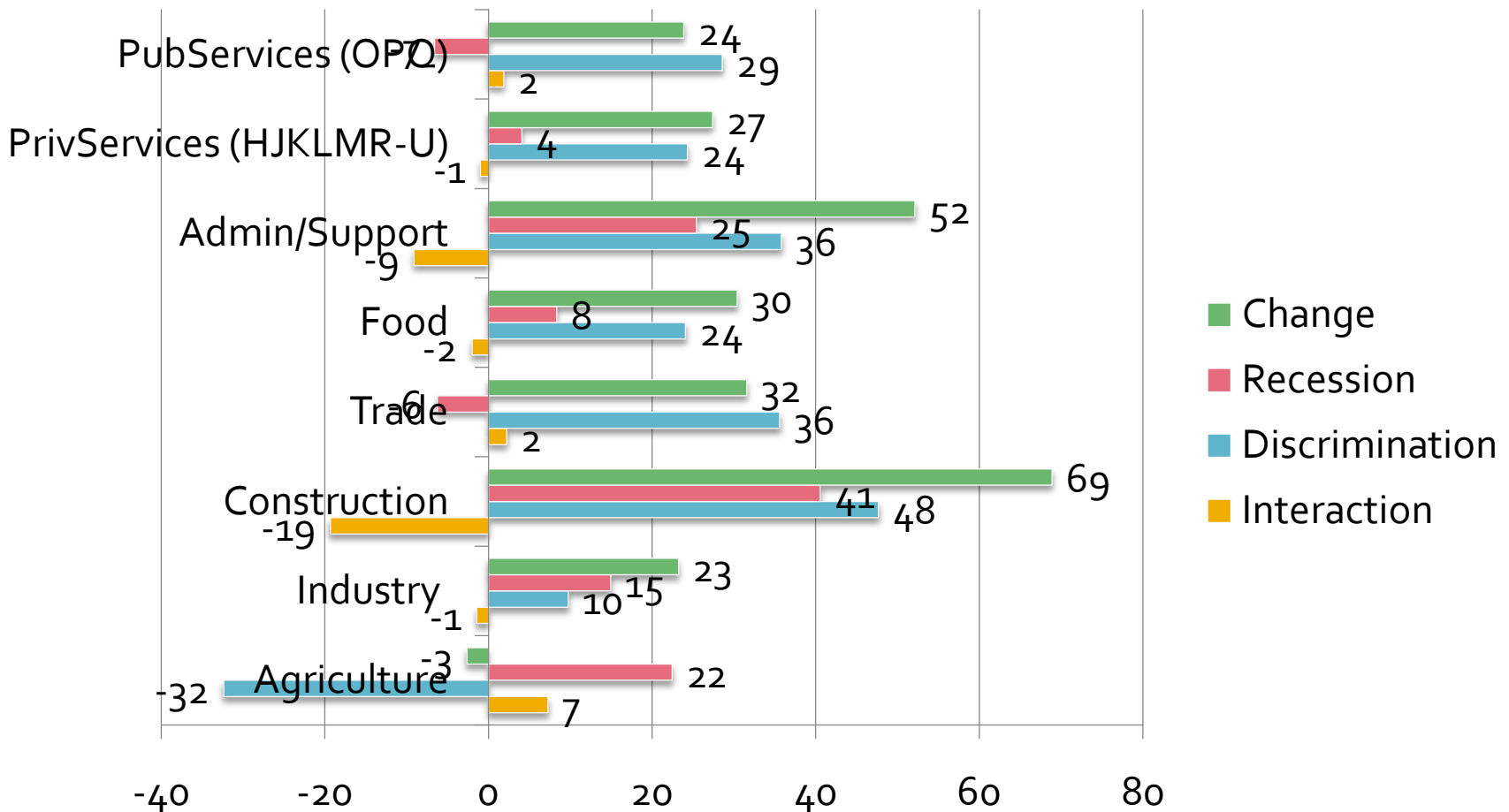
(NES 2006, Barrett et al, 2009) and EU (EU-LFS 2008, EC, 2008)

	Ireland	EU	NMS
	EU-10 migrants	EU-10 migrants	Residents
Managers	1.5	2.6	6.8
Professional	5.2	4.6	14.6
Assoc Prof	3.5	5.2	14.1
Clerical	9.7	4.4	7.5
Crafts	15.3	16.0	20.2
Service/Sales	15.3	17.6	17.3
Operative	22.3	18.0	12.2
Elementary	27.3	31.0	7.9

EU15-27 Migrant employment by sector (NACE Rev2)



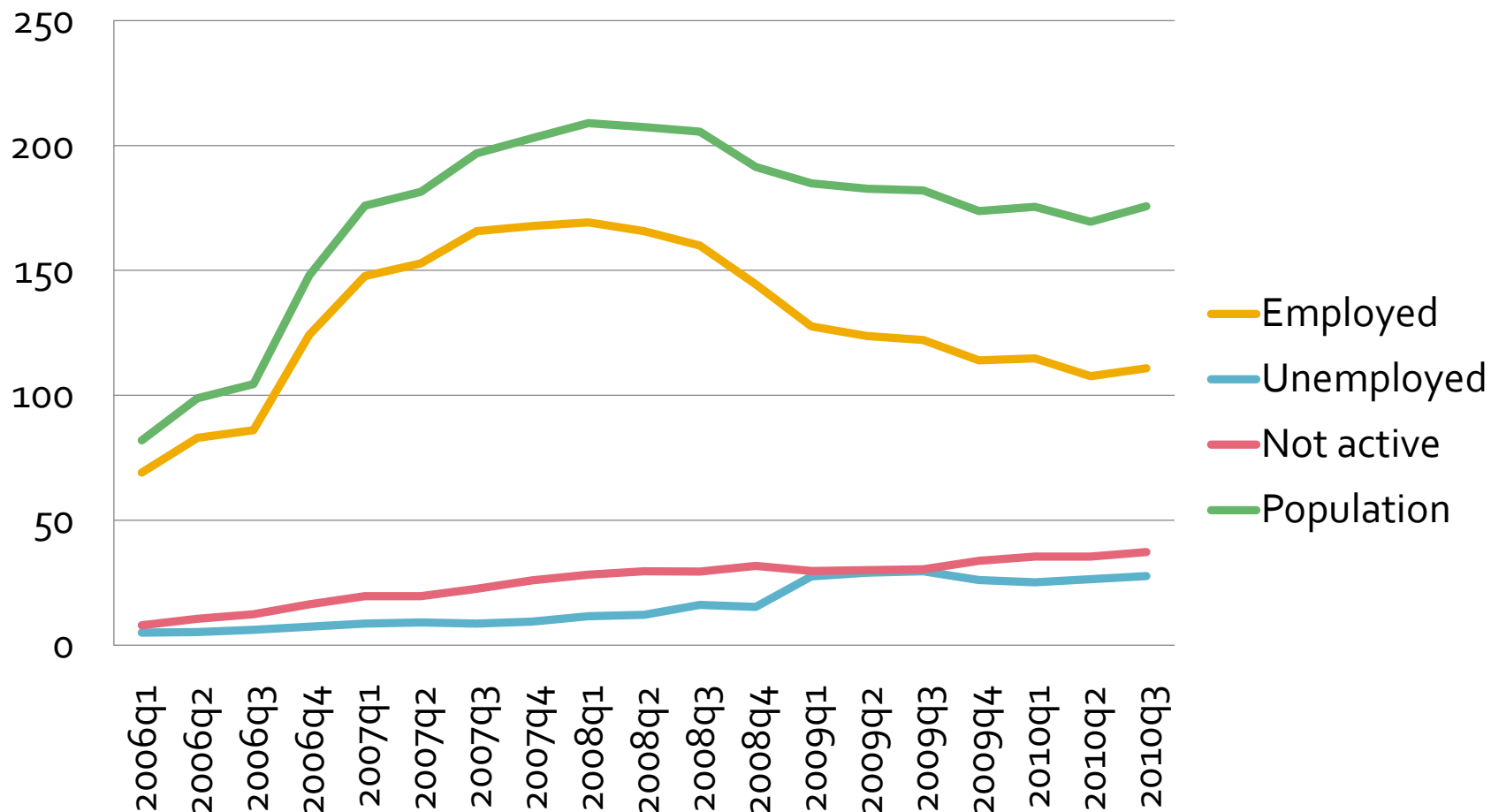
EU15-27 Migrant: Decomposition of proportional reduction (in Δ percent)



Ireland 2006-2010

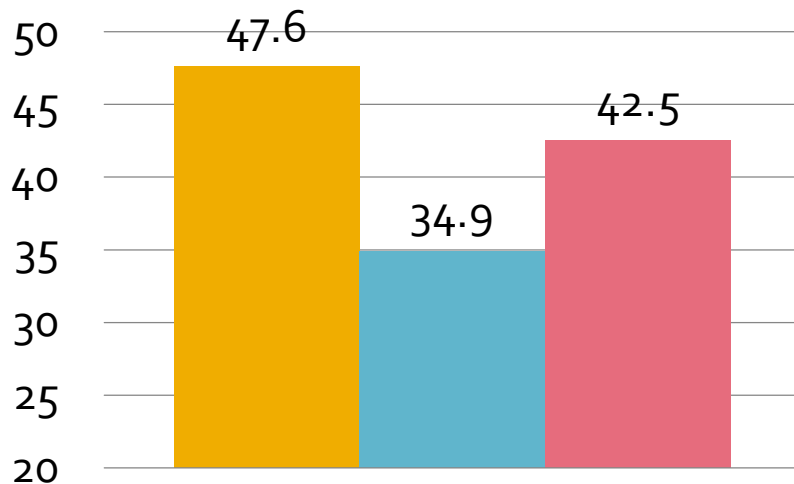
Labour market position, EU15-27 Migrants

NQHS 2006Q1-2010Q3



The less obvious view: Structural integration in progress

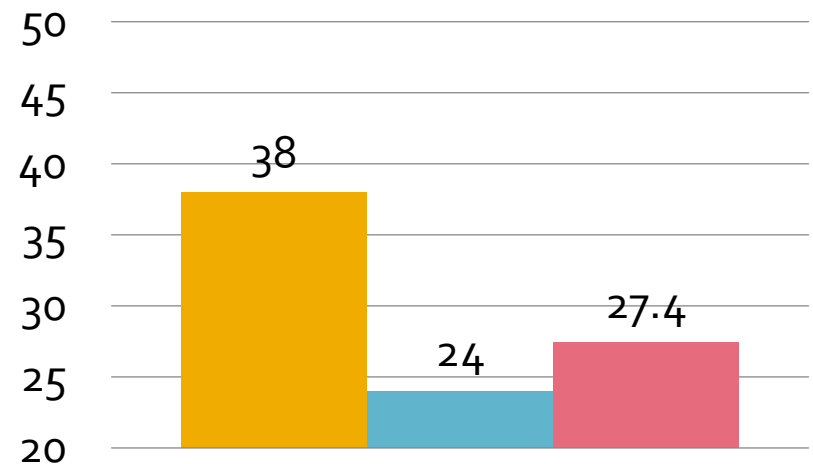
PiD: Occupations of Polish Migrants in Dublin, > 3 years, n=47



ISEI

- LstJob (PL)
- FrstJob(Ire)
- Job 01.08

Occupations of East European Migrants in Spain, 3-6 years (Simon et al., 2010)



ISEI

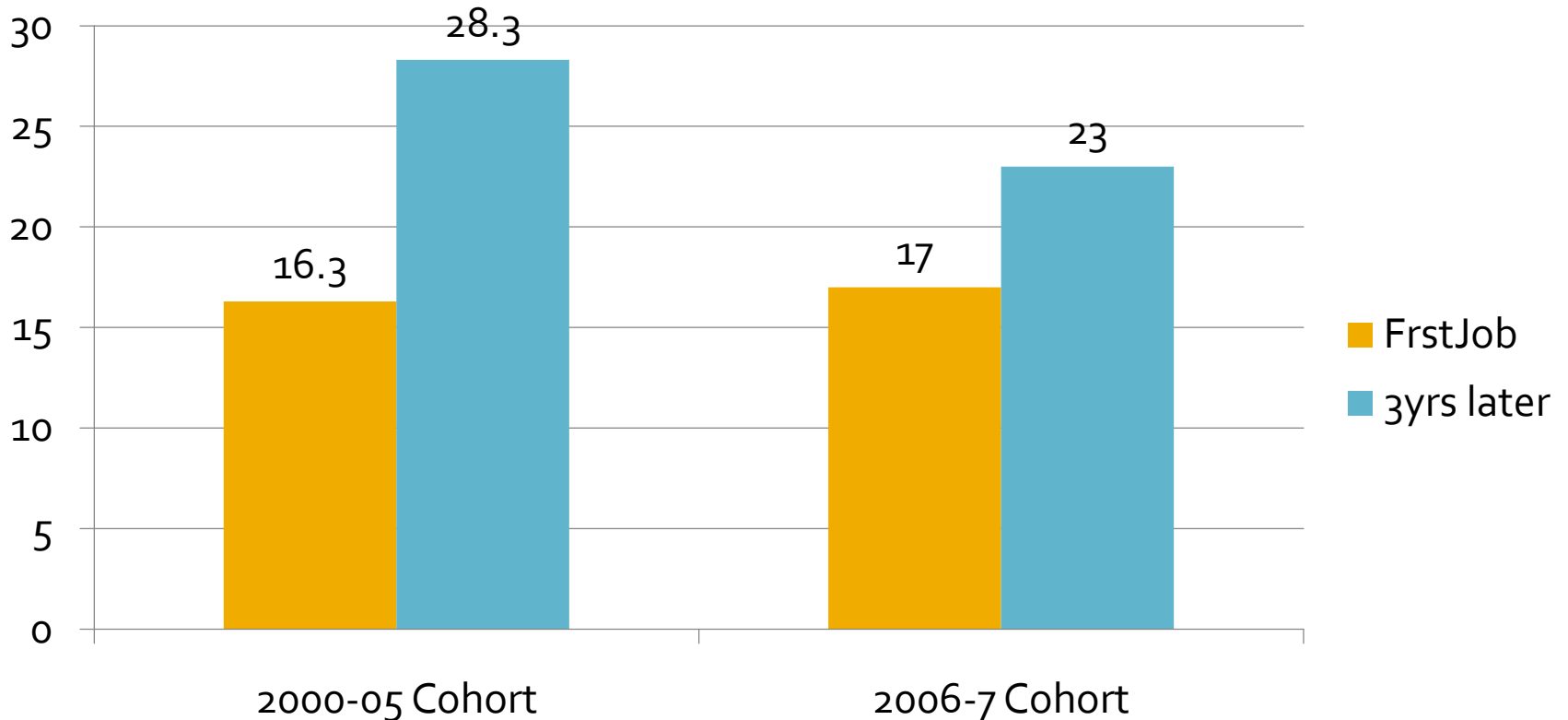
- LstJob (EE)
- FrstJob(Esp)3-6 yrs
- 3-6 years later

Labour market position of Poles in Ireland: Structural integration in progress

- Comparative host-country perspective
 - Group of young, adaptive, well-educated migrants (positive self-selection)
 - Flexible labour market with strong job growth (until 2008)
 - Opportunities for advancement
 - Substantial post-migration gains in occupational attainment after 'orientation stage'

... the effect of the recession: limiting opportunities for advancement

PID: PERCENT FULL SKILL MATCH, FIRST JOB, 3 YRS LATER



Polish migrants in the recession – Evidence from 'Polonia in Dublin'

- Recession and the labour market position of Polish migrants in Dublin
 - Description of the situation in 2008 and 2010
 - Mobility experiences after 2008
 - Correlates of upward and downward mobility
 - Mobility and work attitudes

'Polonia in Dublin'

- Cross-section of Polish migrants in Dublin area
- Sampling: Respondent-driven sample
- Data collection mode: Personal interviews (ethnic interviewers)
- Sample size: 622 (55 seeds, 567 recruitees)
- Fieldwork: 24 Nov 2009 – 3 July 2010
- Financed by IRCHSS

		Polonia in Dublin	NQHS 2010, q1+q2
Gender	Males/Females	40.5/59.5	55.5/44.5
Age by Gender	Males: >30/<30	22.1/18.5	29.8/25.6
	Females: > 30/<30	20.0/39.5	19.2/25.4
Education by Gender	Males: 3 rd /less/unknown	12.7/25.8/2.1	13.7/34.7/ 7.1
	Females: 3 rd /less/unknown	34.3/20.8/4.3	20.6/17.4 / 6.6

Polonia in Dublin: Employment Status 2010-2008

	<u>Employment Status</u>	
<i>Men</i>	2010	2008
Employed	79.6 %	80.1%
Not employed	20.4 %	5.8%
Between Jobs		14.2%
<i>Total</i>	<i>250</i>	<i>226</i>
<i>Women</i>		
Employed	84.9%	80.5%
Not employed	15.1%	10.9%
Between Jobs		8.6%
<i>Total</i>	<i>358</i>	<i>303</i>

Polonia in Dublin: Occupations, 2010-2008

$n_{2010} = 193$ (m), 305 (f); $n_{2008} = 184$ (m), 246 (f)

$\chi^2_{\text{male}} = 4.6/5$ (p=.52), $\chi^2_{\text{female}} = 0.5/5$ (p=.99)

	Occupation (ISCO major)	
<i>Men</i>	<i>2010</i>	<i>2008</i>
Professionals-Managers	9.3	10.3
Technicians/AssProfessionals	13.0	8.7
Clerks	11.9	10.3
Service and Sales	16.1	14.1
Skilled workers (ISCO 7+6)	15.0	20.1
Operatives – Labourers (9+8)	32.6	36.4
<i>Women</i>		
Professionals-Managers	10.2	9.3
Technicians/AssProfessionals	16.1	16.7
Clerks	19.0	19.9
Service and Sales	32.5	32.9
Skilled workers (ISCO 7+6)	1.6	2.0
Operatives – Labourers (9+8)	20.7	19.1

Polonia in Dublin: Weekly Earnings, 2010-2008

$n_{2010} = 193$ (m), 298 (f); $n_{2008} = 178$ (m), 239 (f)

$\bar{\theta}_{\text{male}} = \text{€}504(10) - \text{€}548(08)$ [$p = .025$], $\bar{\theta}_{\text{female}} = \text{€}394(10) - \text{€}414(08)$ [$p = .129$]

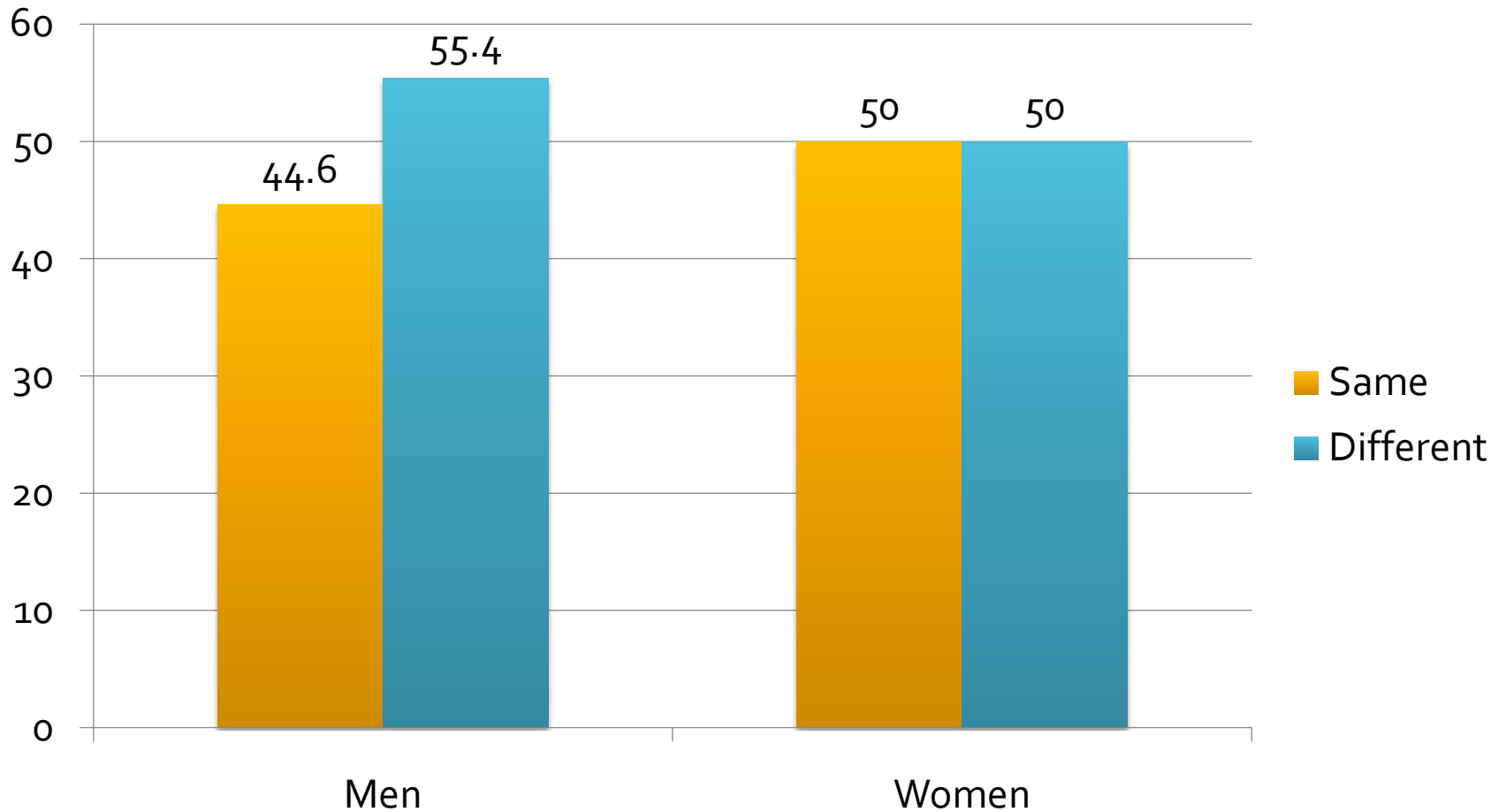
	<u>Weekly Earnings</u>	
<i>Men</i>	<i>2010</i>	<i>2008</i>
< 250	3.1	1.7
250-500	58.2	48.3
500-750	27.8	36.0
>750	10.8	14.0
<i>Women</i>		
< 250	13.4	7.9
250-500	67.1	70.3
500-750	16.4	19.2
>750	3.0	2.5

Employment 2008-2010: Transitions

<u>Status 2008</u>	N	<u>Status 2010</u>	
<i>Men</i>		2010: Employed	2010: Unemployed
Employed	179	150 (83.8%)	29 (16.2%)
Not employed	37	30 (81.1%)	7 (18.9%)
Between Jobs	32	16 (50.0%)	16 (50.0%)
<i>Total</i>	248	196	52
<i>Women</i>			
Employed	243	213 (87.7%)	30 (12.3%)
Not employed	88	70 (79.5%)	18 (20.5%)
Between Jobs	26	21 (80.8%)	5 (19.2%)
<i>Total</i>	357	304	53

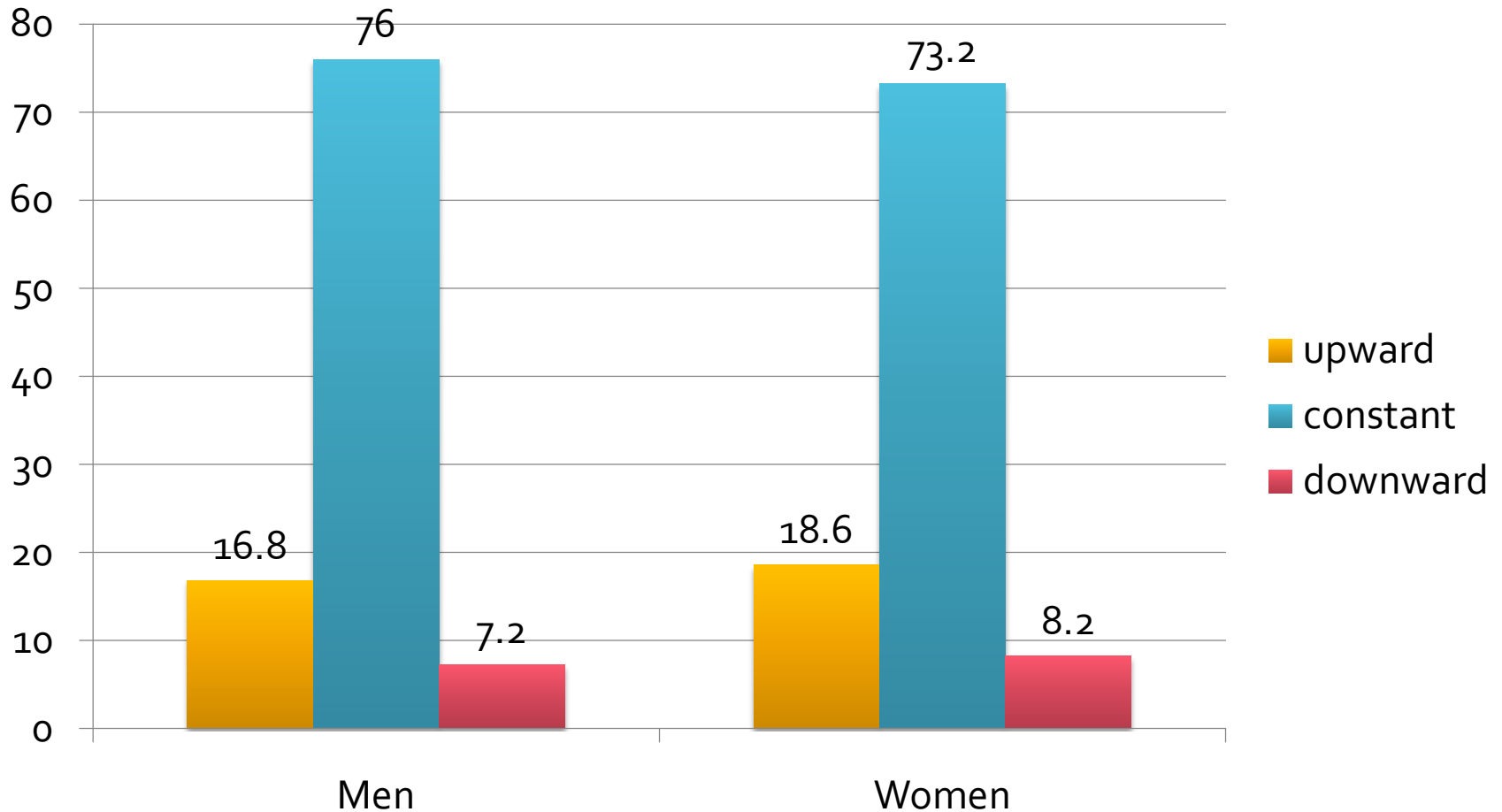
Occupational Mobility

Job changes between 2008 and 2010



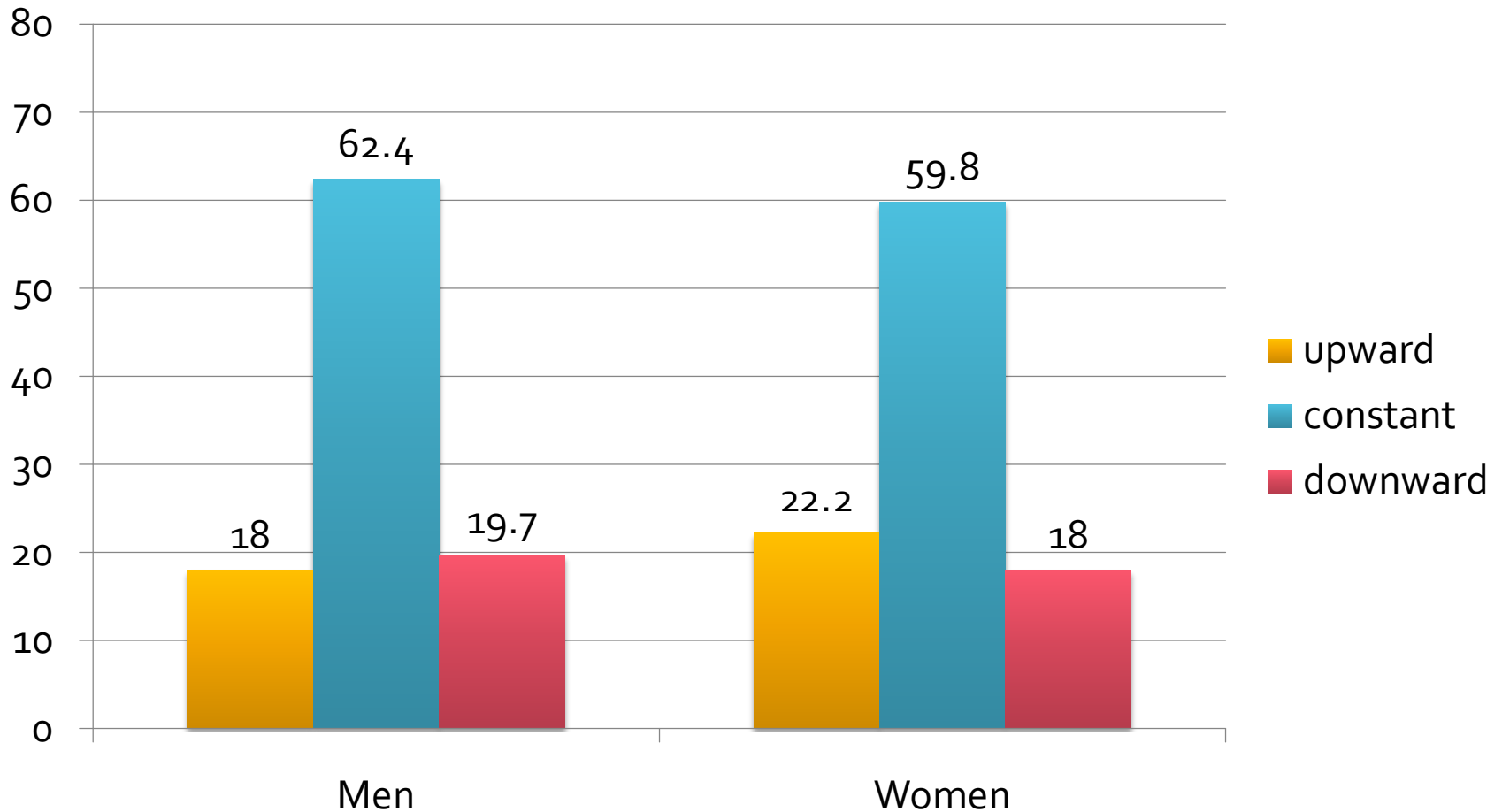
Occupational Mobility

$\Delta SIOPS > 4 = \text{upward}$; $\Delta SIOPS < -4 = \text{downward}$

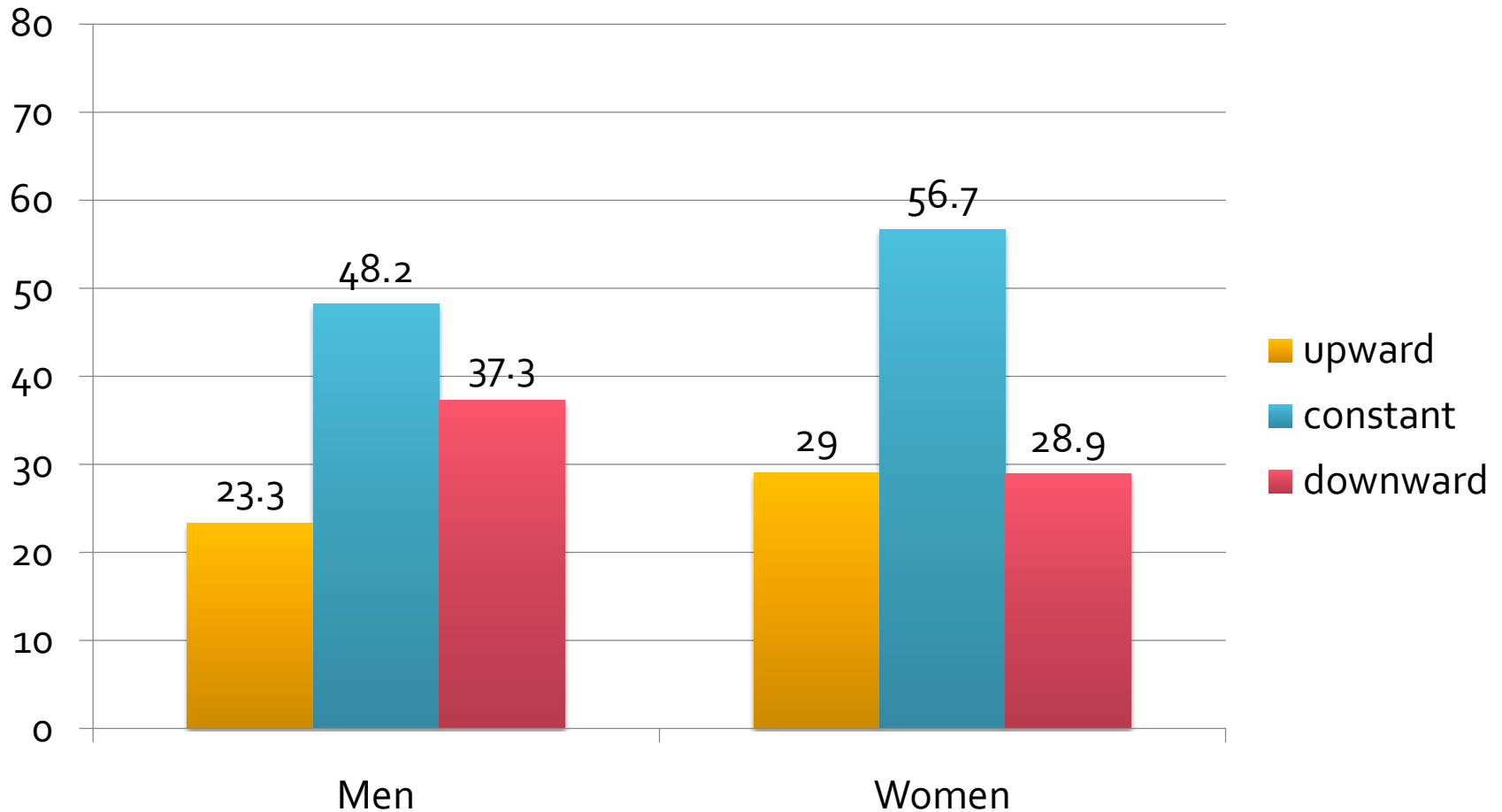


Earnings mobility

€2010/€2008 > 1.1 = upward; €2010/€2008 < 0.9 = downward



Mobility experience (unemployment + occupation + earnings)



Regression (binary) of being unemployed (Spring 2010), n=572

	Coefficient	P-value	Coefficient	P-value
Female	0.174	.558	0.189	.536
Age (c'tred) [Female x Age]	0.038 [-0.054]	.021 [.082]	0.045 [-0.053]	.010 [.097]
Education (c'tred) [Fem x Educ]	-1.722 [0.989]	.001 [.097]	-1.655 [0.916]	.002 [.132]
Partner (c'tred) [Fem x Partner]	-0.017 [-0.127]	.964 [.799]	0.092 [-0.116]	.812 [.821]
Child (c'tredo [Female x Child]	-0.003 [0.479]	.991 [.186]	-0.028 [0.481]	.907 [.199]
Work Exper.(PI)	-0.262	.372	-0.207	.496
OccPrestige (PI)	0.012	.278	0.011	.354
Time in Ireland (yrs)	0.065	.416	0.105	.300
<i>Occ2008 (Ref: 6/7)</i>				<i>.006</i>
Occ2008: ISCO 1+2			0.272	.660
Occ2008: ISCO 3			-0.594	.388
Occ2008: ISCO 4			0.009	.986
Occ2008: ISCO 5			-0.420	.441
Occ2008: ISCO 8+9			-0.622	.199
Occ2008: BetwJobs			0.954	.055
Occ2008: Not working			0.635	.258
Occ2008: Not in country			0.292	.620

Regression (multinomial) of mobility, n=475

	Downward		Upward	
Female	0.005	.985	0.126	.686
Age (c'tred) [Female x Age]	0.050 [-0.015]	.051 [.689]	0.004 [-0.031]	.917 [.565]
Education (c'tred) [Fem x Educ]	-1.348 [1.184]	.004 [.034]	0.230 [0.667]	.610 [.241]
Partner (c'tred) [Fem x Partner]	0.833 [-0.399]	.038 [.458]	0.213 [-0.118]	.645 [.839]
Child (c'tredo [Female x Child]	-0.463 [0.357]	.147 [.444]	-0.154 [0.058]	.692 [.919]
Work Exper.(PI)	-0.082	.794	-0.206	.515
OccPrestige (PI)	0.004	.767	-0.004	.917
Time in Ireland (yrs)	-0.008	.346	0.006	.518
Language Proficiency	0.064	.693	0.270	.138
Employer-sponsored training	0.029	.908	0.186	.490
Job Tenure (2008)	-0.003	.905	-0.127	.494
Occ2008: ISCO 1+2 (Ref: 6/7)	-0.504	.397	-1.220	.120
Occ2008: ISCO 3	-0.655	.263	-0.755	.279
Occ2008: ISCO 4	-0.283	.523	-1.224	.089
Occ2008: ISCO 5	-0.947	.061	-0.394	.530
Occ2008: ISCO 8+9	-0.631	.156	0.454	.434
Occ2008: BetwJobs	1.564	.003	1.540	.023

Mobility and work attitudes

- Job satisfaction
- Wage equity (fairness)
- Organisational Commitment (Identification)

Regression of Job Satisfaction (ordered), n=375

Variable	Coefficient	P-value
Occupational Prestige	0.044	.000
+ OccPrestige	0.153	.629
- OccPrestige	-1.115	.011
Earnings/100	0.171	.024
+ Earnings	1.077	.001
- Earnings	-0.001	.996
Parttime	-0.232	.527
Antisocial Hours	-0.240	.245
Commuting Time	-0.383	.106
Workplace: Poles	-0.525	.010
Work Experience (PI)	-0.667	.007
Occ Prestige (PI)	-0.011	.274

Controls: Gender, Age, Age x Gender, Education, Education x Gender, Living with partner, Living with partner x Gender, Living with child(ren), Living with child(ren) x Gender, Time in Ireland

Regression of Wage Equity (linear), n=368

Variable	Coefficient	P-value
Occupational Prestige	0.012	.202
+ OccPrestige	0.032	.918
- OccPrestige	-1.124	.010
Earnings/100	0.136	.061
+ Earnings	0.839	.006
- Earnings	-0.074	.806
Parttime	0.148	.691
Antisocial Hours	-0.723	.000
Commuting Time	-0.126	.594
Workplace: Poles	-0.141	.480
Work Experience (PI)	-0.023	.926
Occ Prestige (PI)	0.000	.971

Controls: Gender, Age, Age x Gender, Education, Education x Gender, Living with partner, Living with partner x Gender, Living with child(ren), Living with child(ren) x Gender, Time in Ireland

Regression of Organisational Commitment (linear), n=373

Variable	Coefficient	P-value
Occupational Prestige	0.085	.000
+ OccPrestige	-0.689	.314
- OccPrestige	-1.918	.049
Earnings/100	0.118	.471
+ Earnings	2.050	.003
- Earnings	0.951	.166
Parttime	-0.606	.464
Antisocial Hours	-0.251	.585
Commuting Time	-0.247	.640
Workplace: Poles	-0.785	.082
Work Experience (PI)	-0.186	.731
Occ Prestige (PI)	0.023	.282

Controls: Gender, Age, Age x Gender, Education, Education x Gender, Living with partner, Living with partner x Gender, Living with child(ren), Living with child(ren) x Gender, Time in Ireland

Sum up

- Macro – stability
- High incidences of job mobility
- Upward and downward mobility
 - No salient group differences
- But matters for work attitudes
 - Downward occupational mobility
 - Upward earnings mobility