

Evaluation and Impact of grouped Firm-to-firm Mobility on the Labor Market

Claude Picart (Insee-Crest)

This paper uses French exhaustive matched employer-employee administrative dataset that enables to follow up individuals from one firm to another. Focusing on firm-to-firm mobility, this paper differentiates two types of mobility. Individual firm-to-firm mobility reflects the move of only one worker from one firm to another while grouped firm-to-firm mobility relies to the simultaneous moves of several employees from one firm to the same other one. This paper shows that grouped firm-to-firm mobility accounts for 40% of all firm-to-firm mobility. Grouped mobility may be interpreted in various ways: changes of the firm's identifier for legal reasons, business reorganization and outsourcing, simultaneous move of a team following a leader, ... Most of these cases do not correspond to true job creations or destructions. Thus we show that accounting for it roughly halves gross job creation and destruction rates.