

CHANGES IN JOB MISMATCH AND SKILL MISMATCH IN GRADUATE EMPLOYMENT IN FOUR NEW EU-MEMBER STATES

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Abstract

The paper investigates the mismatch between qualification and current occupation for young graduates in four post-communist societies: Slovenia, Poland, Lithuania and Hungary. The paper focuses on job mismatch and skill mismatch in current occupation. The mismatch is operationalized in objective and subjective way: working in a graduate job as defined by the job title, on the one hand as well as evaluating the job from the perspective of the field of studies, on the other hand.

The analysis reveals a slight disadvantage for women, significant differences for parental background and for the various fields of study. Study-related work experience improves the match, while job mobility and unemployment experience increases the odds of a mismatch between qualification and current occupation. Mismatch in first occupation has strong and long-lasting effect on the match even five years after the graduation.