

Relocation, mobility and migration : the dynamics of workers and firms in the Netherlands

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Relocation, Mobility and Migration: The Dynamics of Workers and Firms in the Netherlands

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Maastricht, 8 juni 2012

1. 'The scariest moment is always just before you start' (Stephen King, 2000, *On Writing*, p. 7).
2. The effect of employees' internal and (presumed) external career opportunities on their likelihood to change jobs differs between sectors (Chapter 2).
3. While a firm's decision to relocate is rather determined by firm-specific factors than by the characteristics of the region the firm is located in, regional qualities profoundly affect a relocating firm's choice of where to relocate (Chapter 3).
4. The migratory behavior of firms in knowledge-intensive respectively high-tech sectors differs notably from that of firms in less knowledge-intensive respectively low-tech sectors (Chapter 3).
5. Recent graduates strive to balance their commuting distance and the distance to their previous place of study by locating their place of residence accordingly (Chapter 4).
6. Changes in firm productivity are also determined by the qualities of the workers who enter and exit the firm, especially in terms of the characteristics (industrial sector, level of productivity) of their previous respectively future employers (Chapter 5).
7. 'Beware of testing too many hypotheses; the more you torture the data, the more likely they are to confess, but confessions obtained under duress may not be admissible in the court of scientific opinion' (Stephen M. Stigler, *Testing Hypotheses or Fitting Models? Another Look at Mass Extinctions*, in: Matthew H. Nitecki & Antoni Hoffman (eds.), *Neutral Models in Biology*, 1987, p. 148).
8. 'The most exciting phrase to hear in science, the one that heralds new discoveries, is not 'Eureka!' (I found it!) but 'That's funny ...' (ascribed to Isaac Asimov, 1920-1992).
9. 'Choose a job you love, and you will never have to work a day in your life' (ascribed to Confucius, 551-479 BC).