Investing in... good jobs? An empirical investigation on LEED data

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The quality of employment is increasingly being recognized as key driver of social and economic welfare. However, the factors favouring the creation of good jobs are still poorly understood, especially in light of the heterogeneity of job quality across firms. This paper contributes to fill this gap by studying the relationship between firm tangible and intangible investment and good job creation on the basis of administrative linked employer-employee data on the Emilia Romagna region. Results show that firms more active in the accumulation of internal resources through investment are also more likely to create good jobs (i.e. jobs that are well paid, covered by long-term contracts and enjoying large differentials between job resources and demands). This effect does not seem to be driven by the simple substitution of poor quality jobs following investment. Rather it is consistent with an increased demand for competences needed to sustain investment-led production upgrades.