Prosociality Predicts Labor Market Success Around the World

Fabian Kosse & Michela M. Tincani

James J. Heckman

THE UNIVERSITY OF
CHICAGO

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Results

Table 1 Prosociality predicts labor market success.

	(1)	(2)	(3)	(4)
Panel A	**Log household income**			
Prosociality (standardized)	0.079***	0.078***	0.060***	0.058***
	(0.009)	(0.009)	(0.009)	(0.012)
Controlling for gender, age, age^2	No	Yes	Yes	Yes
Controlling for cognitive ability	No	No	Yes	Yes
Sample restriction: not in partnership	No	No	No	Yes
Observations	77,522	77,522	77,522	32,074
Panel B	**Underemployed (0/1)**			
Prosociality (standardized)	−0.013***	−0.013***	−0.011***	−0.013**
	(0.004)	(0.004)	(0.004)	(0.006)
Controlling for gender, age, age^2	No	Yes	Yes	Yes
Controlling for cognitive ability	No	No	Yes	Yes
Sample restriction: not in partnership	No	No	No	Yes
Observations	45,677	45,677	45,677	17,314
Panel C	**Unemployed (0/1)**			
Prosociality (standardized)	−0.009***	−0.009***	−0.008**	−0.012*
	(0.003)	(0.003)	(0.003)	(0.006)
Controlling for gender, age, age^2	No	Yes	Yes	Yes
Controlling for cognitive ability	No	No	Yes	Yes
Sample restriction: not in partnership	No	No	No	Yes
Observations	45,677	45,677	45,677	17,314

Coefficients are OLS estimates, standard errors (clustered at country level) are displayed in parentheses, observations are weighted by the sampling weights provided by Gallup to achieve (ex post) representativeness. All regressions include subnational region fixed effects. Cognitive ability is proxied by self-reported maths skills[17]. Coefficients of the control variables are shown in Supplementary Table 1. Supplementary Table 2 displays correlations among all variables. Data source: GPS and Gallup World Poll (76 countries). Significance levels regarding two-sided t-tests: *$p < 0.1$, **$p < 0.05$, ***$p < 0.01$.

Table 2 Analyses of nonlinear relations between labor market success and prosociality.

	(1) Log HH income	(2) Underemployed	(3) Unemployed
Base: Prosociality 1st quarter			
Prosociality in 2nd quarter (dummy)	0.088*** (0.019)	−0.019* (0.010)	−0.011* (0.006)
Prosociality in 3rd quarter (dummy)	0.155*** (0.020)	−0.038*** (0.010)	−0.021** (0.008)
Prosociality in 4th quarter (dummy)	0.188*** (0.024)	−0.033*** (0.012)	−0.021** (0.008)
Observations	77,522	45,677	45,677

Coefficients are OLS estimates, standard errors (clustered at country level) are displayed in parentheses, observations are weighted by the sampling weights provided by Gallup to achieve (ex post) representativeness. All regressions include subnational region fixed effects. HH means household. Base category are individuals with prosociality in the bottom 25% of the global distribution. Prosociality in 2nd quarter is a dummy variable indicating whether an individual's prosociality lies above the bottom 25% and below the median. Prosociality in 3rd quarter is a dummy variable indicating whether an individual's prosociality lies above the median and below the top 25%. Prosociality in 4th quarter is a dummy variable indicating whether an individual's prosociality lies in the top 25%. Data source: GPS and Gallup World Poll (76 countries). Significance levels regarding two-sided t-tests: *$p < 0.1$, **$p < 0.05$, ***$p < 0.01$.

Table 3 Altruism, reciprocity and trust predicts labor market success.

	(1)	(2)	(3)
	Log household income		
Altruism (standardized)	0.057*** (0.008)		
Positive reciprocity (std)		0.074*** (0.007)	
Trust (standardized)			0.016** (0.007)
Observations	77,522	77,522	77,522

Coefficients are OLS estimates, standard errors (clustered at country level) are displayed in parentheses, observations are weighted by the sampling weights provided by Gallup to achieve (ex post) representativeness. All regressions include subnational region fixed effects and controls for age and gender (see Table 1, column 2). Data source: GPS and Gallup World Poll (76 countries). Significance levels regarding two-sided t-tests: $*p < 0.1$, $**p < 0.05$, $***p < 0.01$.
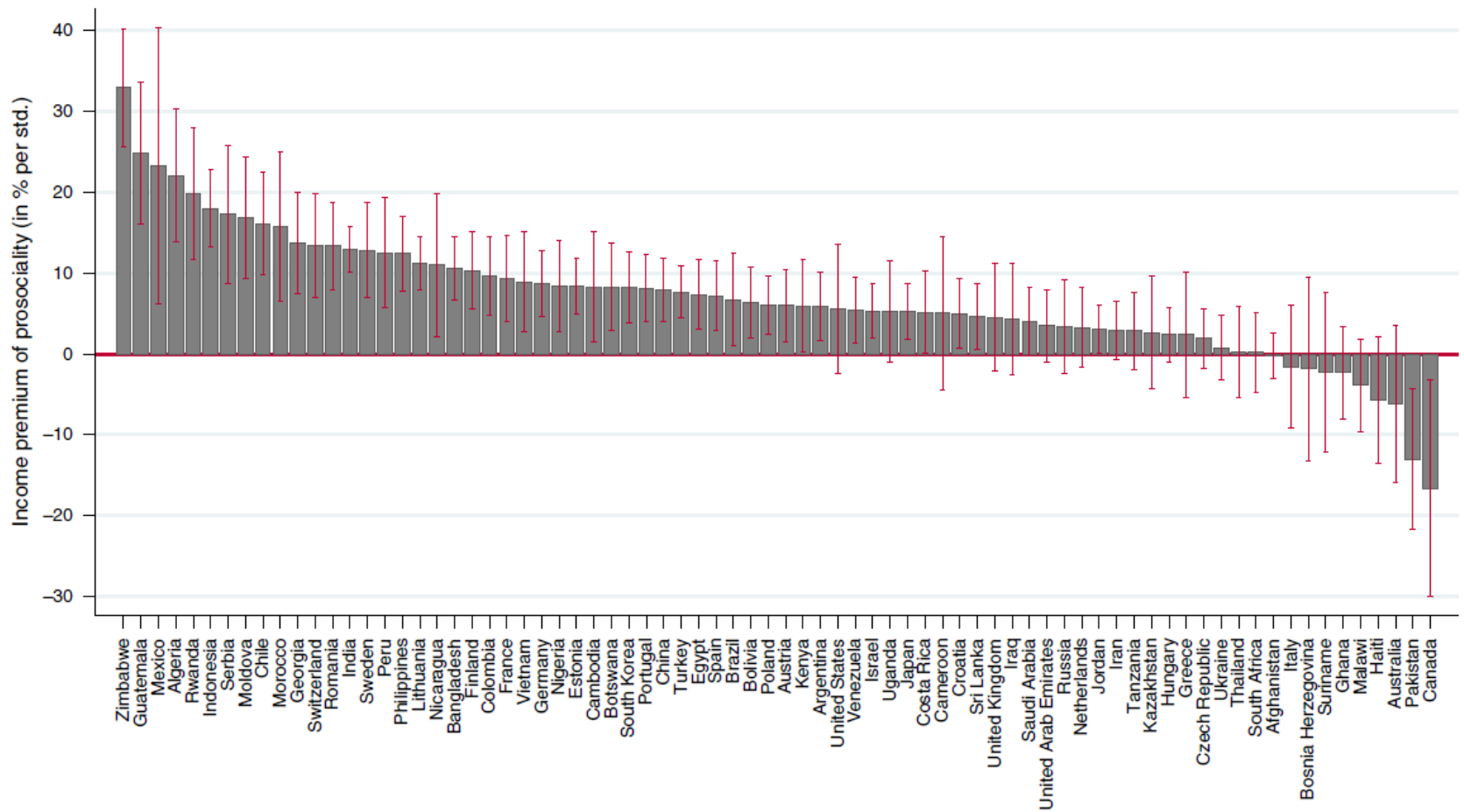
Discussion

Methods

Fig. 1 Income premia of prosociality (in percent of household income) around the world. Displayed coefficients are country-specific estimates of the model shown in Table 1, Panel A, column 2, error bars indicate 90% confidence intervals.
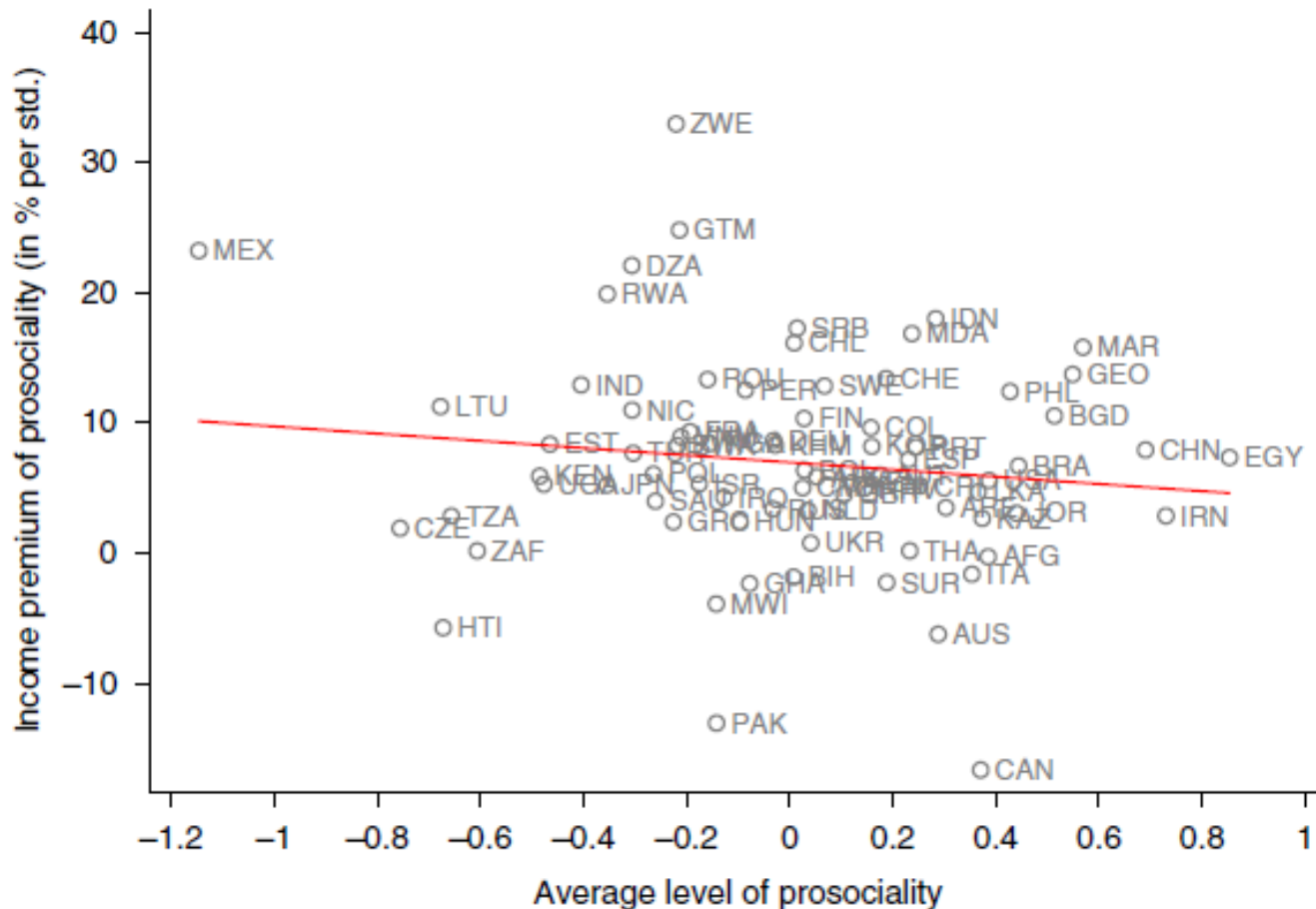
Fig. 2 The relationship between income premia of prosociality and the average level of prosociality. The red line indicates the prediction from a linear regression. The red line indicates the prediction from a linear regression. Spearman correlation: −0.091 ($p = 0.436$).
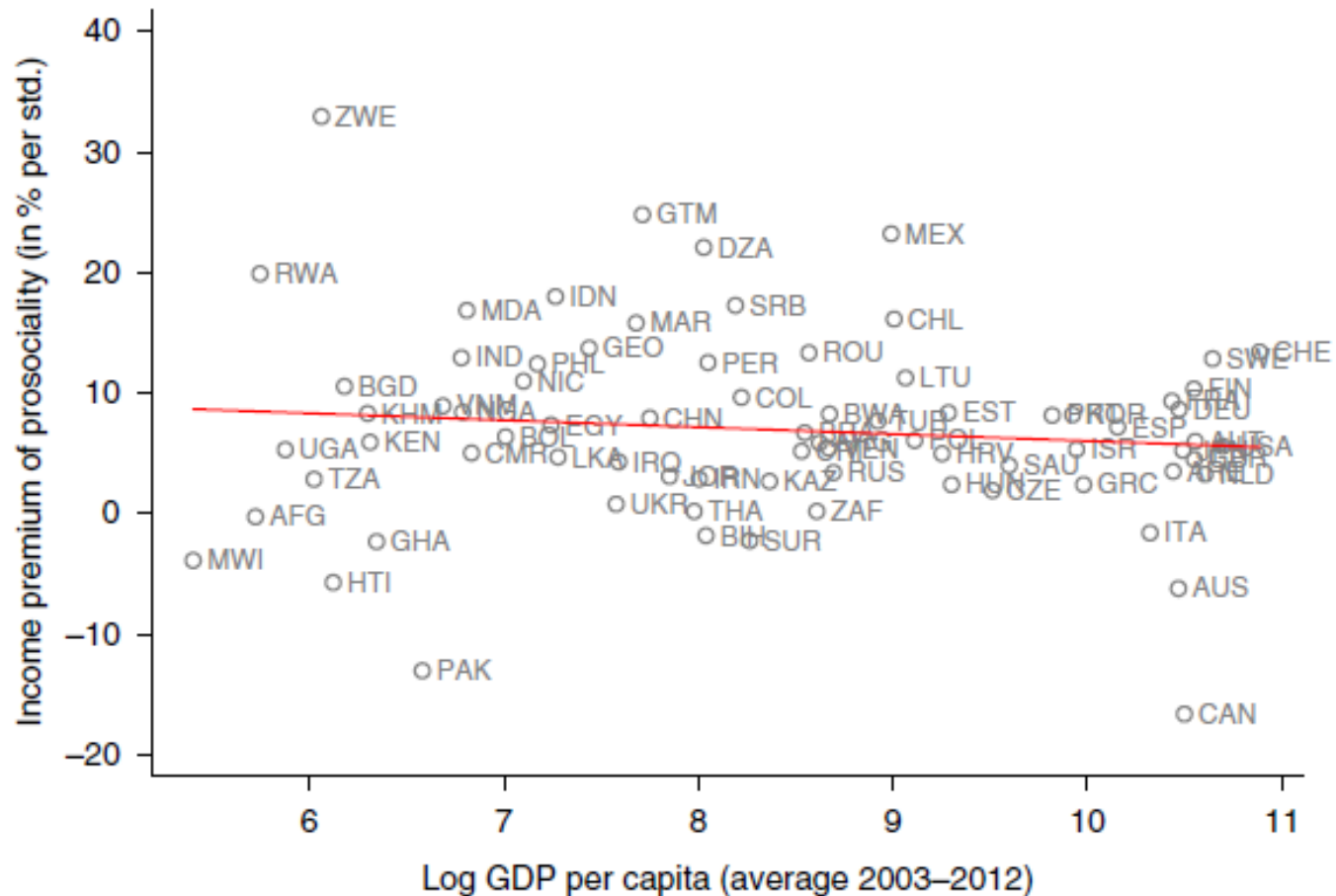
Fig. 3 The relationship between income premia of prosociality and log GDP per capita. The red line indicates the prediction from a linear regression. Spearman correlation: -0.065 ($p = 0.579$).