Getting a job: the effect of employment sectors and men’s and women’s networks

Getting a job is difficult. When searching for a job most people receive information on job vacancies from social networks, i.e. acquaintances, friends and relatives. This applies to the unemployed as well as to the employed. The paper focuses on the employed, who changed their jobs by using social networks and draws attention to the fact that employment sectors may affect differences between men's and women's networks.

Ioannides and Loury (2004) report socio-structural differences in terms of opportunities on gaining access to social networks and show that the access is determined by age, education and gender. Furthermore, men and women are employed in different occupations, organisations and sectors (Siltanen et al. 1995) and tend to homogamous friendships and acquaintanceships (Mayr-Kleffel 2010).

The aim of this paper is to answer the following question: which characteristics of men’s and women's networks are significantly correlated with getting a job and which effect do employment sectors have on the probability of men and women getting a job through social networks? Referring to social capital theory and doing gender approach I assume a relation between men's and women's networks and employment sectors, which influences the probability of getting a job through social networks.

Based on data from the German Socio-Economic Panel Study logistic regressions with average marginal effects are estimated to compare the probability of getting a job through social networks for men and women. The empirical findings show an effect for women, who only have female social contacts, i.e. women found less likely a job through social networks when they only have female social contacts. However, there is no evidence for men. Furthermore, the results concerning the effect of employment sectors indicate no gender-specific differences. For further research, data are still required.
References

