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

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Session: Labor Market Inequalities I
Chair: David Brady

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Opening question

How did you find out about your current job?

☐ personnel service agency (PSA)
☐ private recruitment agency
☐ Job Center
☐ Employment Office
☐ advertisement in the newspaper
☐ advertisement on the Internet
☐ acquaintances, friends, or relatives
☐ return to a former employer
☐ other or not applicable

Source: SOEP 2012
How do people get a job?

- personnel service agency (PSA)
- private recruitment agency
- Job Center
- Employment Office
- advertisement in the newspaper
- advertisement on the Internet
- acquaintances, friends, or relatives
- return to a former employer
- other or not applicable

Source: SOEP 2012
Research questions

➢ How do gendered employment sectors affect the probability of men and women getting jobs?

➢ How are differences in men’s and women’s social networks correlated with getting jobs?
How do men and women differ?

Access to social networks is gendered

Men and women

- work in different employment sectors
  - Labor market segregation
- have different social networks
  - Gender-specific social networks
Hypotheses

Hypothesis 1a
➢ If men work in a male-dominated sector, then they find a job through acquaintances, friends, or relatives.

Hypothesis 1b
➢ If women work in a female-dominated sector, then they do not find a job through acquaintances, friends, or relatives.
Hypotheses

Hypothesis 2a

➢ If men only have male social contacts, then they find a job through acquaintances, friends, or relatives.

Hypothesis 2b

➢ If women only have female social contacts, then they do not find a job through acquaintances, friends, or relatives.
## Data, sample and method

<table>
<thead>
<tr>
<th>Data</th>
<th>Socio-Economic Panel Study (SOEP)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>➢ 2011 and 2012</td>
</tr>
<tr>
<td>Sample</td>
<td>Employed</td>
</tr>
<tr>
<td></td>
<td>➢ Started a new position with a different employer</td>
</tr>
<tr>
<td></td>
<td>➢ Changed their jobs by using social networks</td>
</tr>
<tr>
<td>Method</td>
<td>Sub-sample of men and women</td>
</tr>
<tr>
<td></td>
<td>➢ Logistic regression with average marginal effects (AME)</td>
</tr>
</tbody>
</table>
Measurements

**Dependent variable**

- Getting a job through acquaintances, friends, or relatives vs. do not

**Main independent variables**

- Employment sectors
  - NACE classification
- Men’s and women’s social networks
  - Network composition by gender
Further variables

<table>
<thead>
<tr>
<th>Variable</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>metric: 19-68</td>
</tr>
<tr>
<td>Education</td>
<td>low; middle; high</td>
</tr>
<tr>
<td>Employment status</td>
<td>0: part-time; 1: full-time</td>
</tr>
<tr>
<td>Partnership status</td>
<td>0: no partnership; 1: partnership</td>
</tr>
<tr>
<td>Sampling region</td>
<td>0: East Germany; 1: West Germany</td>
</tr>
<tr>
<td>Actively looking for job</td>
<td>0: no; 1: yes</td>
</tr>
<tr>
<td>Number of close friends</td>
<td>metric: 0-30</td>
</tr>
<tr>
<td>Job satisfaction</td>
<td>metric: 0-10</td>
</tr>
<tr>
<td>Satisfaction with friends and acquaintances</td>
<td>metric: 0-10</td>
</tr>
</tbody>
</table>
## Results

**Sub-sample of men**

### Employment sectors

<table>
<thead>
<tr>
<th>Getting a job through social networks</th>
<th>Model 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education: low (ref.: middle)</td>
<td>0.15    *</td>
</tr>
<tr>
<td>Education: high</td>
<td>0.03</td>
</tr>
<tr>
<td>Actively looking for job (ref.: no)</td>
<td>-0.29   ***</td>
</tr>
<tr>
<td>Male-dominated sector</td>
<td>0.08</td>
</tr>
</tbody>
</table>

**N** 149  
**Pseudo-R²** 0.11

Significance levels:
* p < 0.05  
** p < 0.01  
*** p < 0.001

Controlled for: age, employment status, partnership status, sampling region, number of close friends, job satisfaction, satisfaction with friends and acquaintances

Source: SOEP 2011, 2012; own calculations
Results

Sub-sample of **women**

- Employment sectors

<table>
<thead>
<tr>
<th>Getting a job through social networks</th>
<th>Model 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education: low (ref.: middle)</td>
<td>0.09</td>
</tr>
<tr>
<td>Education: high</td>
<td>-0.13</td>
</tr>
<tr>
<td>Actively looking for job (ref.: no)</td>
<td>-0.19 ***</td>
</tr>
<tr>
<td>Female-dominated sector</td>
<td>-0.02</td>
</tr>
<tr>
<td><strong>N</strong></td>
<td>167</td>
</tr>
<tr>
<td><strong>Pseudo-R²</strong></td>
<td>0.08</td>
</tr>
</tbody>
</table>

Significance levels:
* p < 0.05
** p < 0.01
*** p < 0.001

Controlled for: age, employment status, partnership status, sampling region, number of close friends, job satisfaction, satisfaction with friends and acquaintances

Source: SOEP 2011, 2012; own calculations
## Results

Sub-sample of **men**

> Gendered network composition

<table>
<thead>
<tr>
<th>Getting a job through social networks</th>
<th>Model 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education: low (ref.: middle)</td>
<td>0.17</td>
</tr>
<tr>
<td>Education: high</td>
<td>0.02</td>
</tr>
<tr>
<td>Actively looking for job (ref.: no)</td>
<td>-0.30</td>
</tr>
<tr>
<td>Only male social contacts</td>
<td>-0.01</td>
</tr>
</tbody>
</table>

| N   | 149 |
| Pseudo-R² | 0.11 |

Significance levels:
* p < 0.05
** p < 0.01
*** p < 0.001

Controlled for: age, employment status, partnership status, sampling region, number of close friends, job satisfaction, satisfaction with friends and acquaintances

Source: SOEP 2011, 2012; own calculations
## Results

**Sub-sample of women**

- **Gendered network composition**

<table>
<thead>
<tr>
<th>Getting a job through social networks</th>
<th>Model 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education: low (ref.: middle)</td>
<td>0.08</td>
</tr>
<tr>
<td>Education: high</td>
<td>-0.12</td>
</tr>
<tr>
<td>Actively looking for job (ref.: no)</td>
<td>-0.19</td>
</tr>
<tr>
<td>Only female social contacts</td>
<td>-0.15</td>
</tr>
</tbody>
</table>

**Significance levels:**
- * p < 0.05
- ** p < 0.01
- *** p < 0.001

- **N** = 167
- Pseudo-R^2 = 0.10

Controlled for: age, employment status, partnership status, sampling region, number of close friends, job satisfaction, satisfaction with friends and acquaintances

Source: SOEP 2011, 2012; own calculations
Summary

➢ There is no empirical evidence that gendered employment sectors affect the probability of men and women getting jobs.

✗ If men work in a male-dominated sector, then they find a job through acquaintances, friends, or relatives.

✗ If women work in a female-dominated sector, then they do not find a job through acquaintances, friends, or relatives.
Summary

There is empirical evidence that gendered network composition is negatively correlated with getting jobs for women, but not for men.

- If men only have male social contacts, then they find a job through acquaintances, friends, or relatives.

- If women only have female social contacts, then they do not find a job through acquaintances, friends, or relatives.
Conclusion

Men and women do not benefit from their gendered social networks

- Women who only have female social contacts find less likely a job through social networks
Further research

Differences in men’s and women’s network composition

- Age
- Educational level
- Employment status