

Gender differences in early career mobility of university graduates in Switzerland

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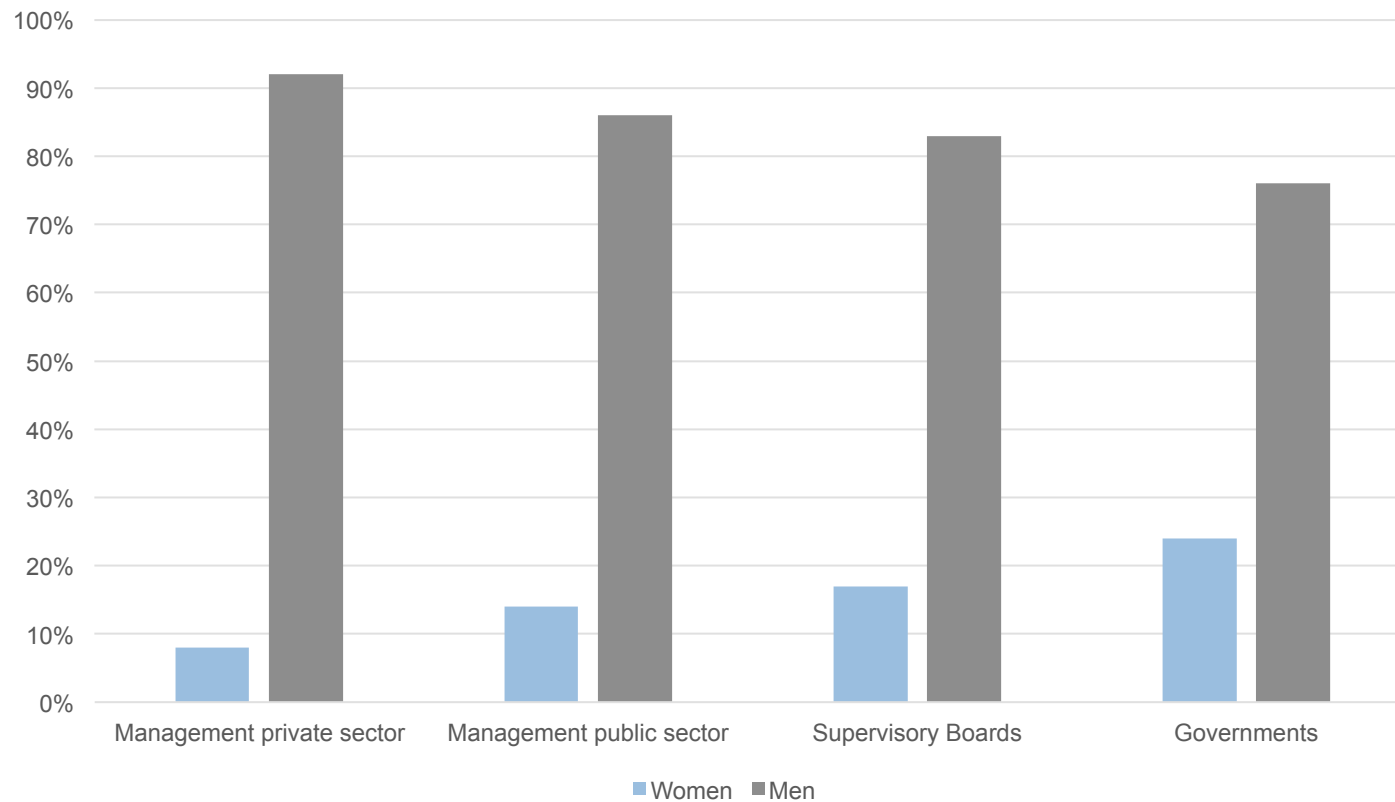
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Introduction I

Share of Women in Leadership Positions 2016



Source: Schillingreport 2017

Introduction II

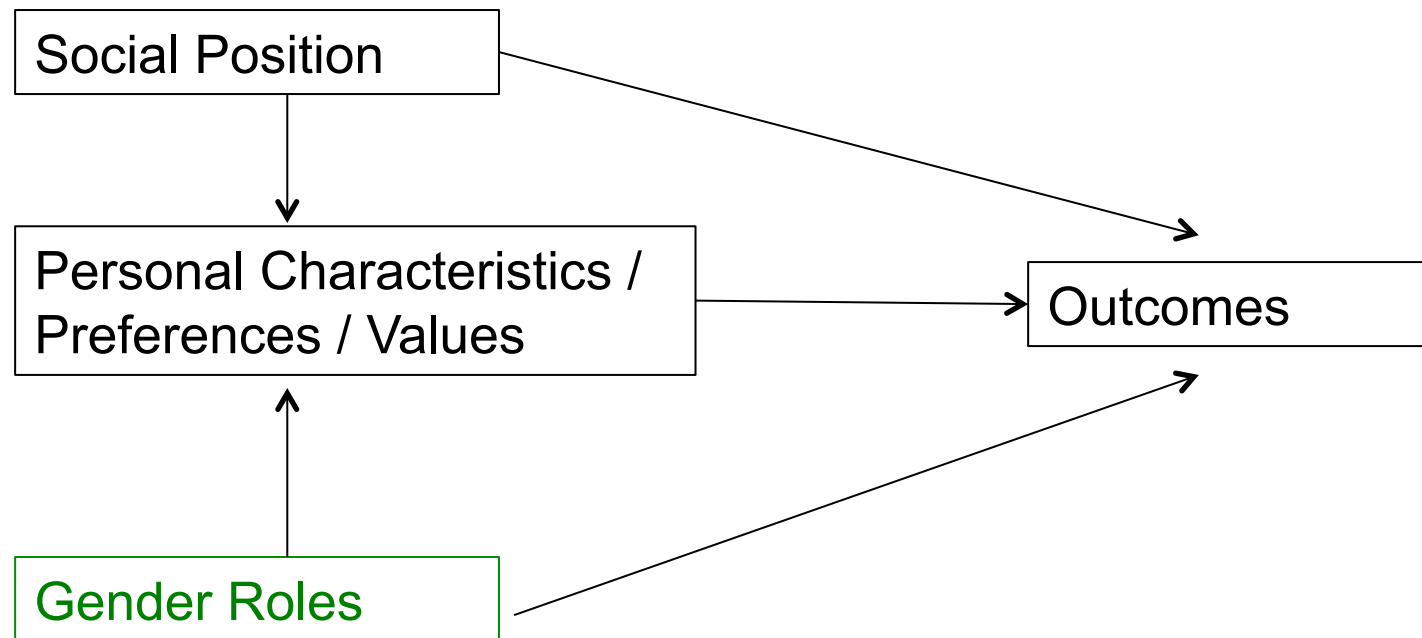
Are women less interested in pursuing an occupational career and is this the reason for their lower share in leadership positions?

Theory I

- > Human capital (Becker 1975, Mincer & Polachek 1974)
- > Preference theory (Hakim 1998, 2002)
- > Other sociological theories (social closure, networks, compensating differentials, new structuralism, queuing etc.)
- > Role congruence theory (Eagly & Karau 2002, Eagly & Sczesny 2008)

Theory II

- > Social embeddedness of preferences and work-related values



Research Design I

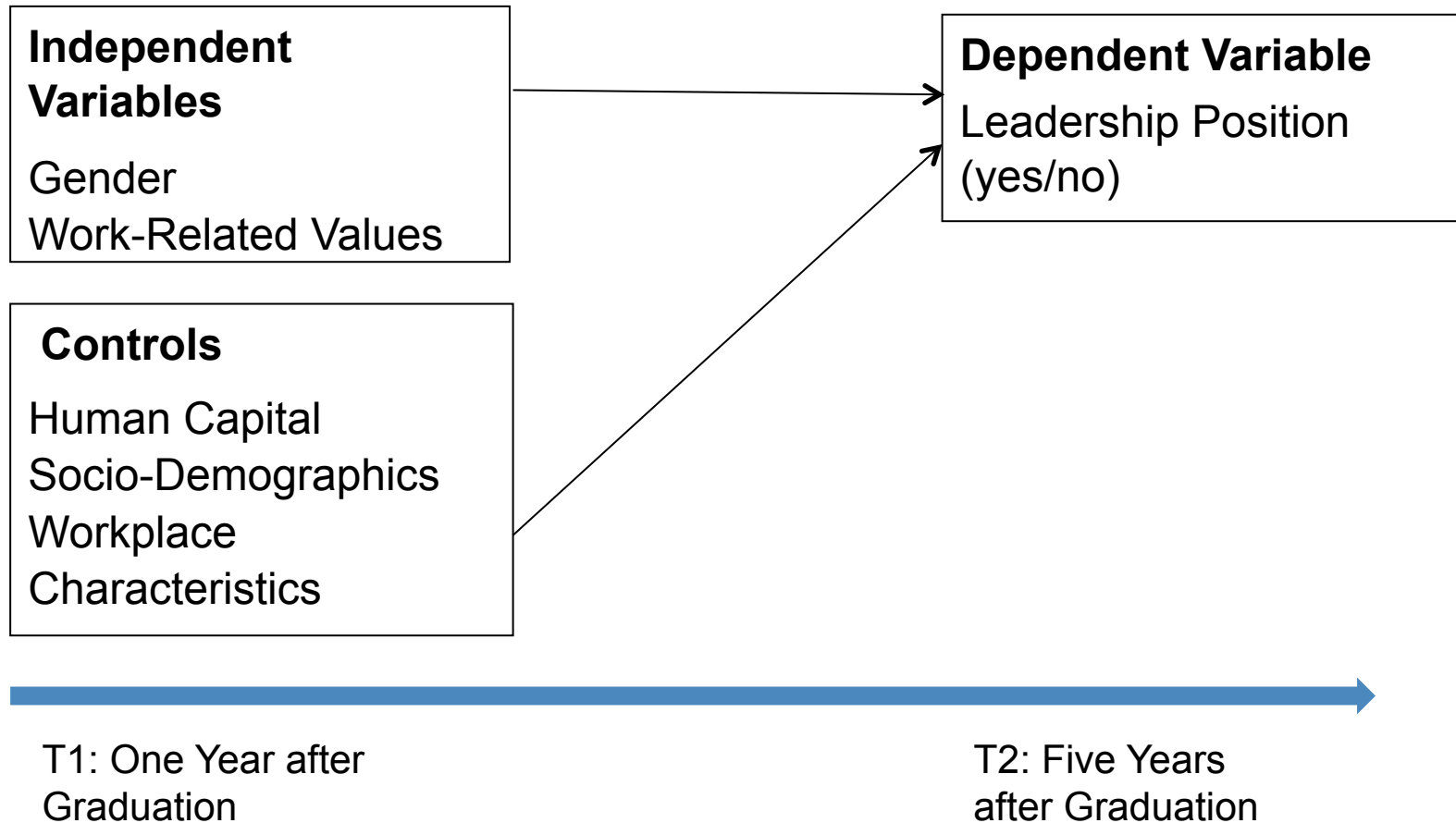
- > Research question
Is the gender gap in leadership positions caused by differences in career aspirations and other work-related values between men and women?

- > Data
Graduate Surveys (2007-2015) of the Swiss Federal Statistical Office

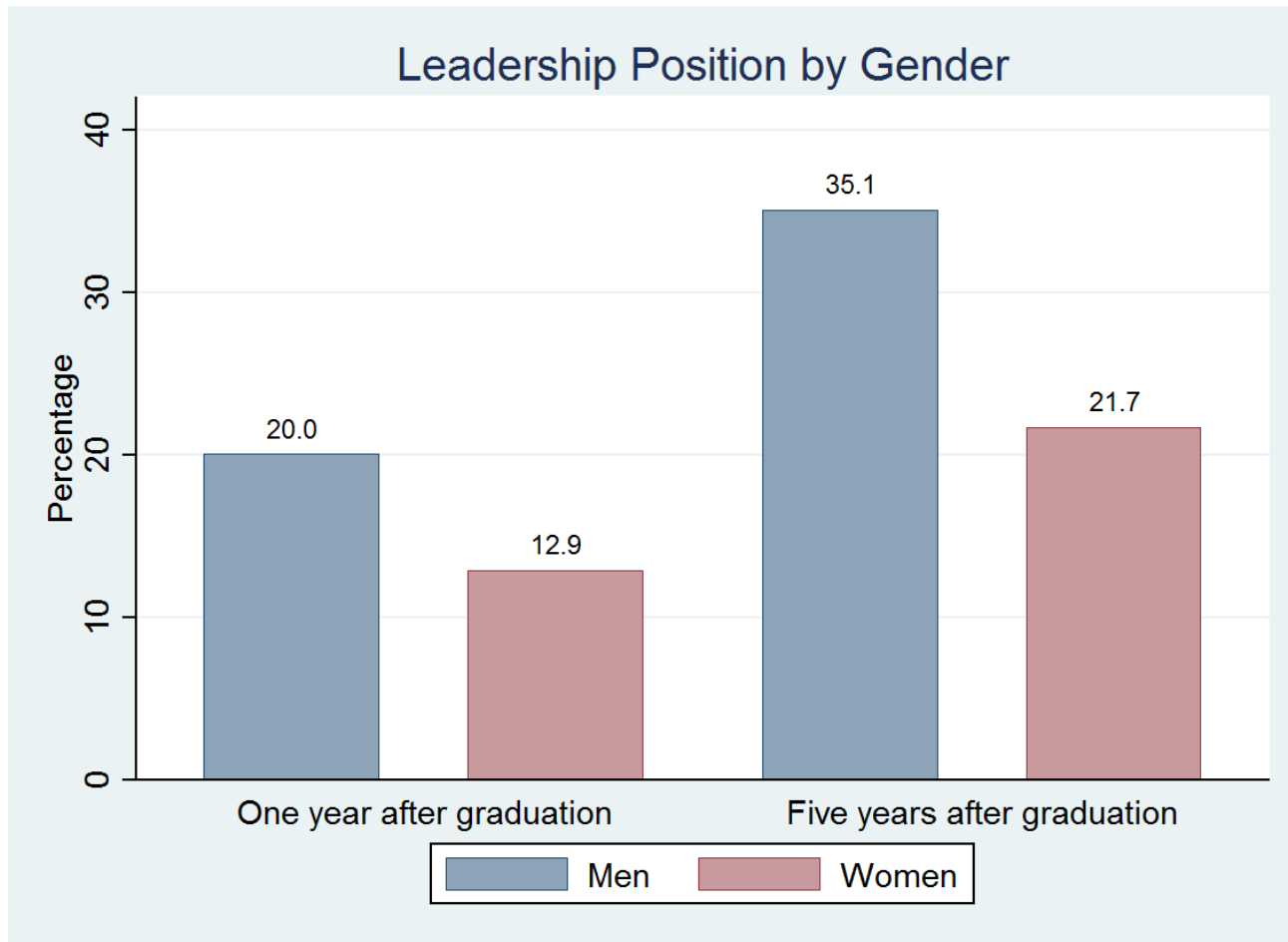
- > Methods
Logistic regressions and Oaxaca decompositions

Research Design II

> Analytic Model

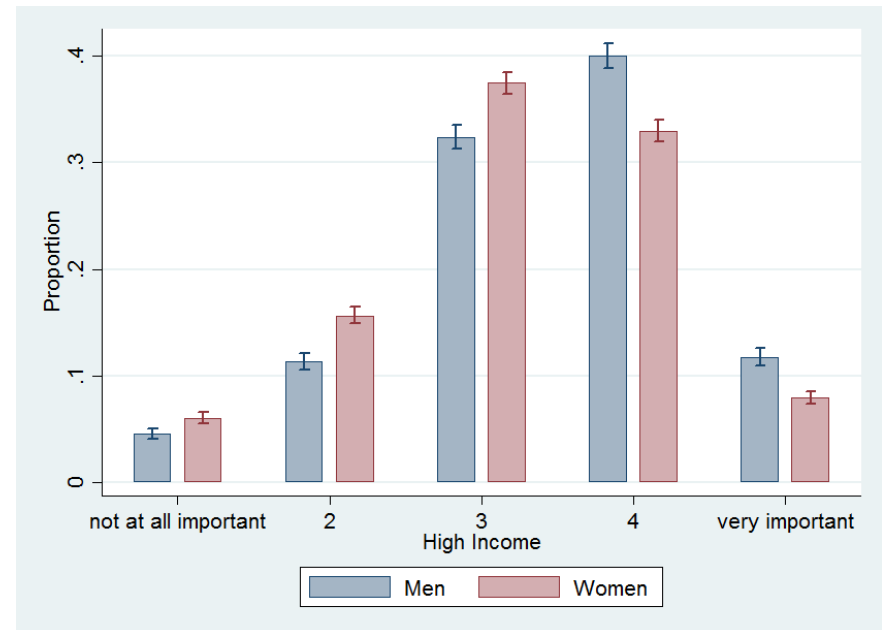
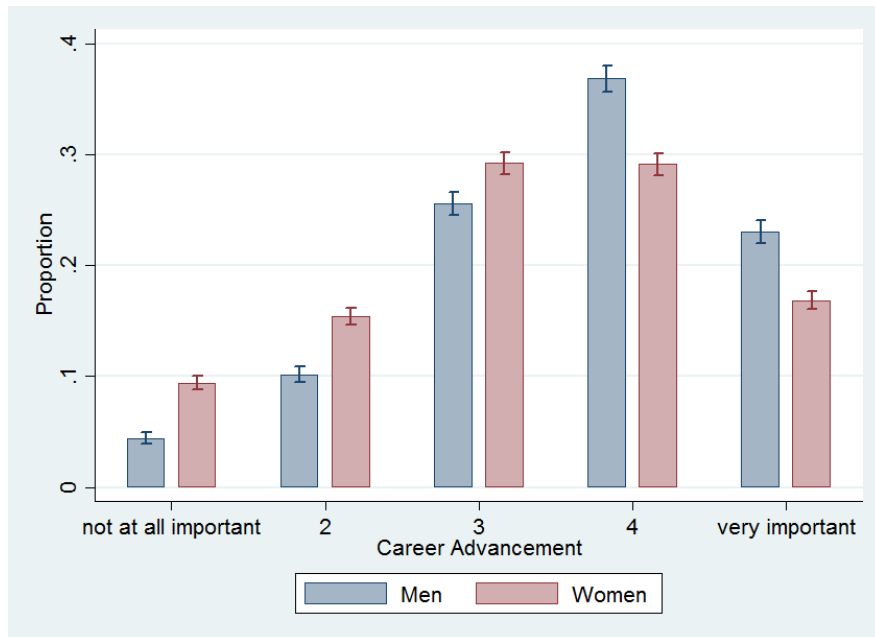


Results I



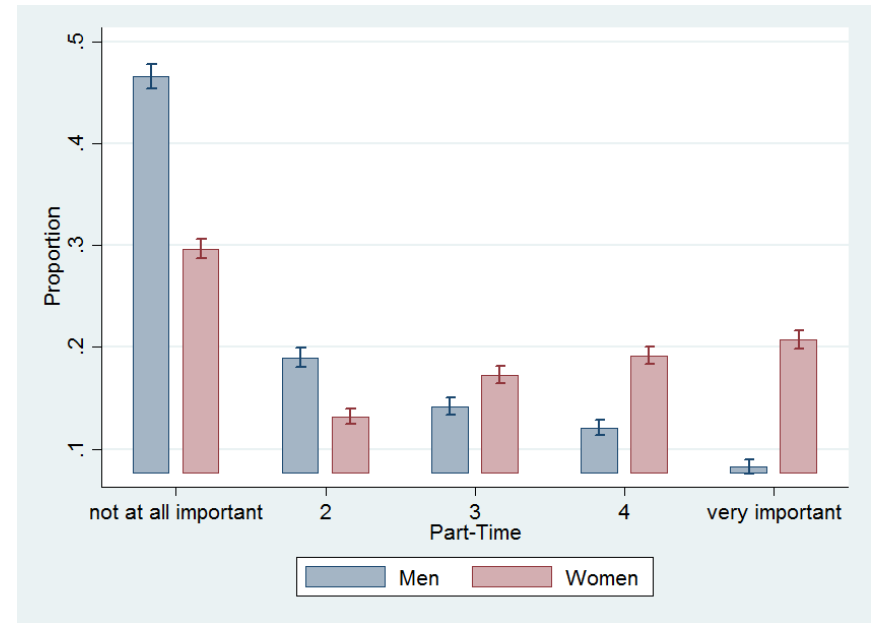
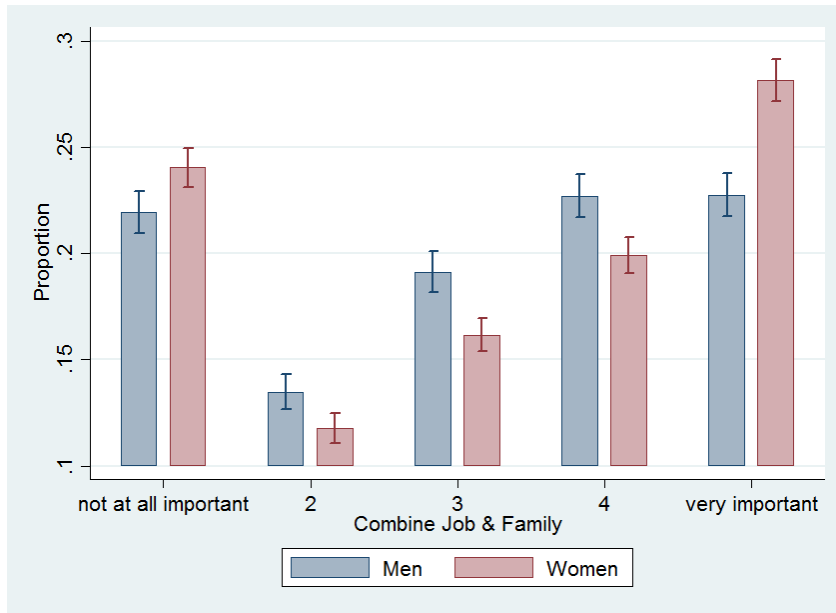
Results II

Work-related Values by Gender



Results III

Work-related Values by Gender (cont.)



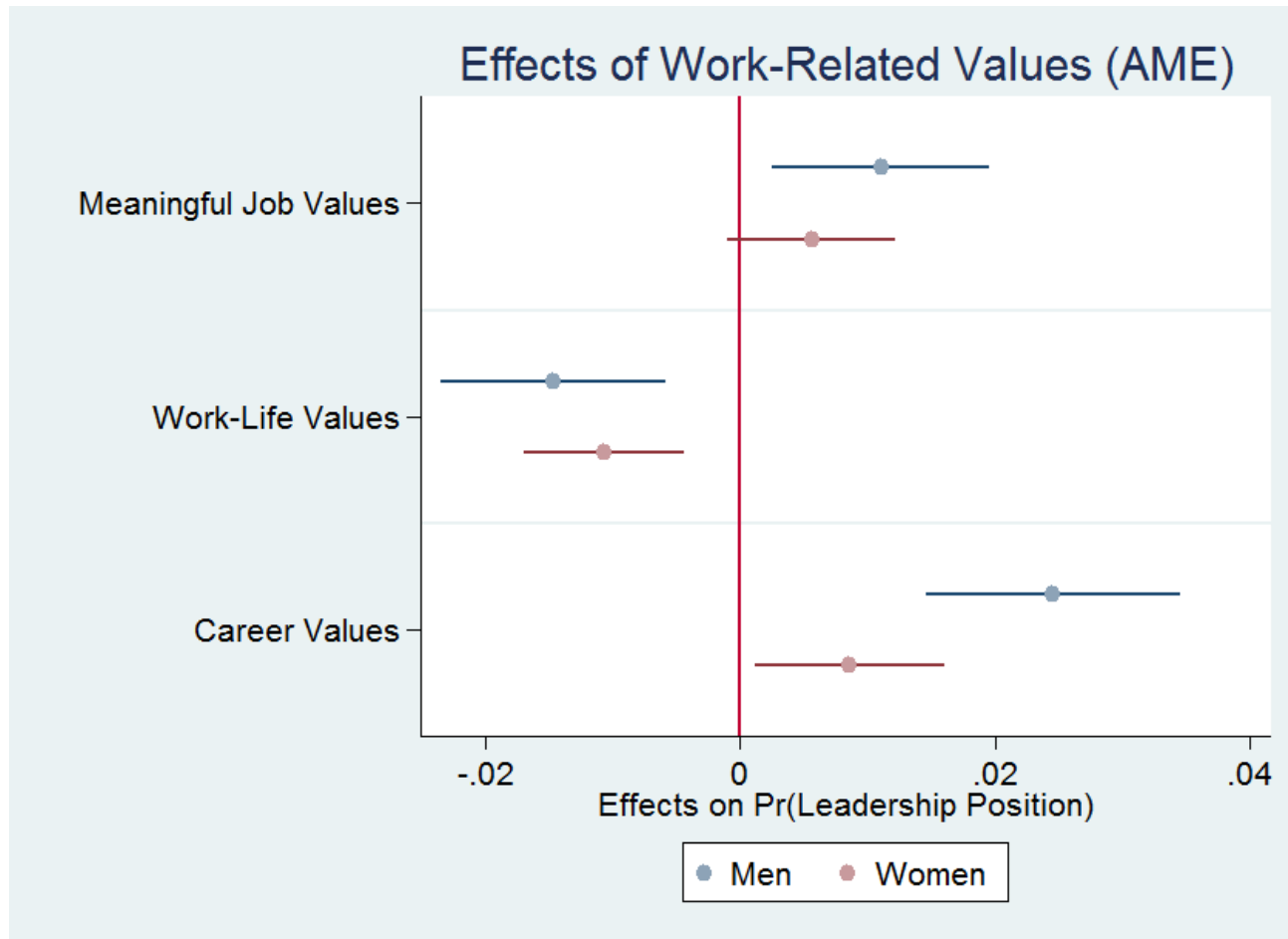
Results IV

> Results of PCA (bivariate correlations)

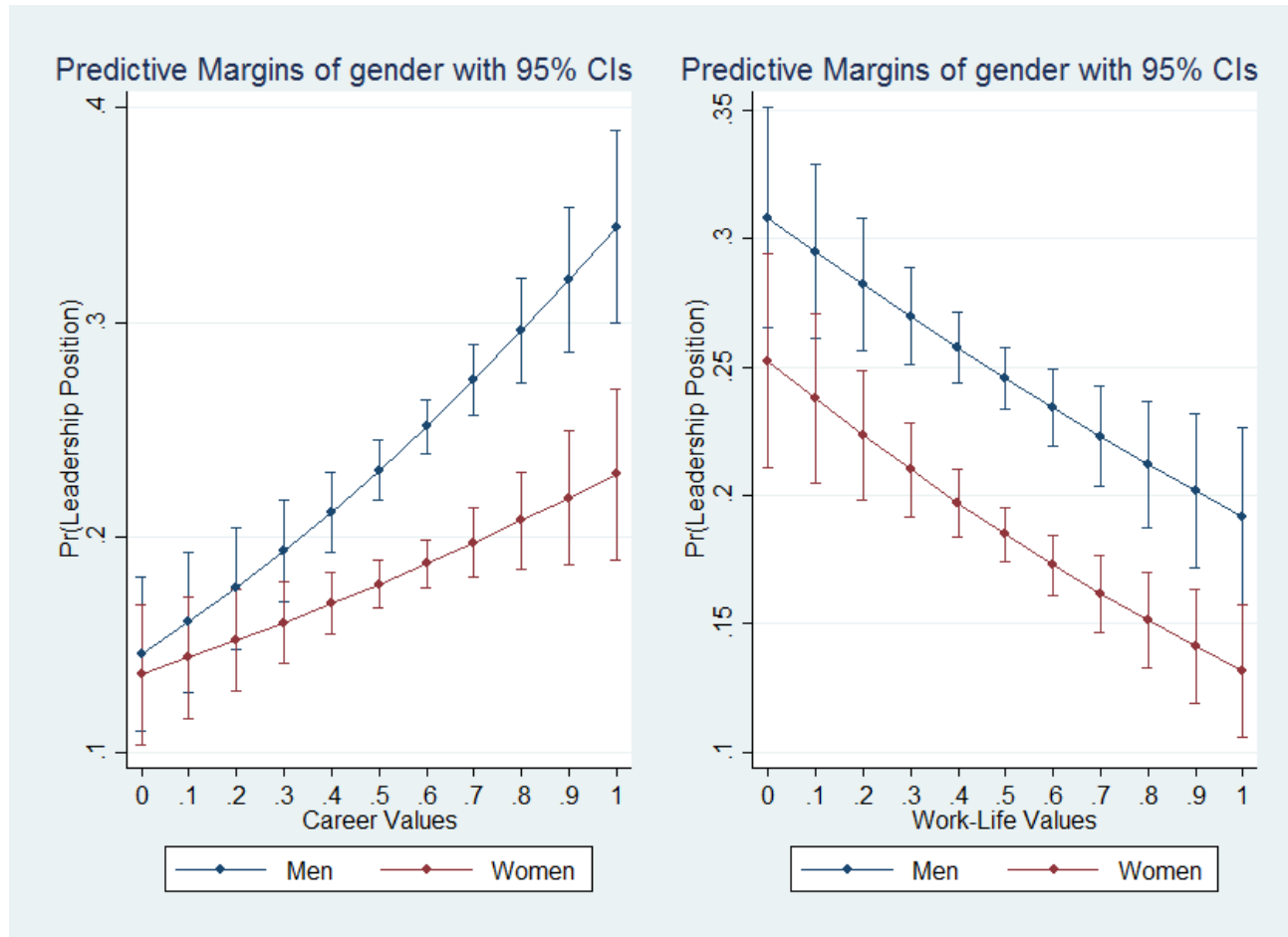
	Meaningful Job Values		Career Values		Work Life Values
Apply Qualifications	0.615***	Career Advancement	0.799***	Region Partner	0.564***
Good Working Atmosphere	0.596***	Safe Workplace	0.399***	Parttime	0.684***
Place own Conceptions	0.724***	High Income	0.705***	Combine Job & Family	0.752***
Work with People	0.554***	Firm Reputation	0.749***	Combine Job & other Activities	0.576***
Corresponding Convictions	0.662***			Not always Pressure	0.560***
Continue Training	0.423***				
Professional Development	0.617***				
<i>N (weighted)</i>	15'361		15'354		15'358

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

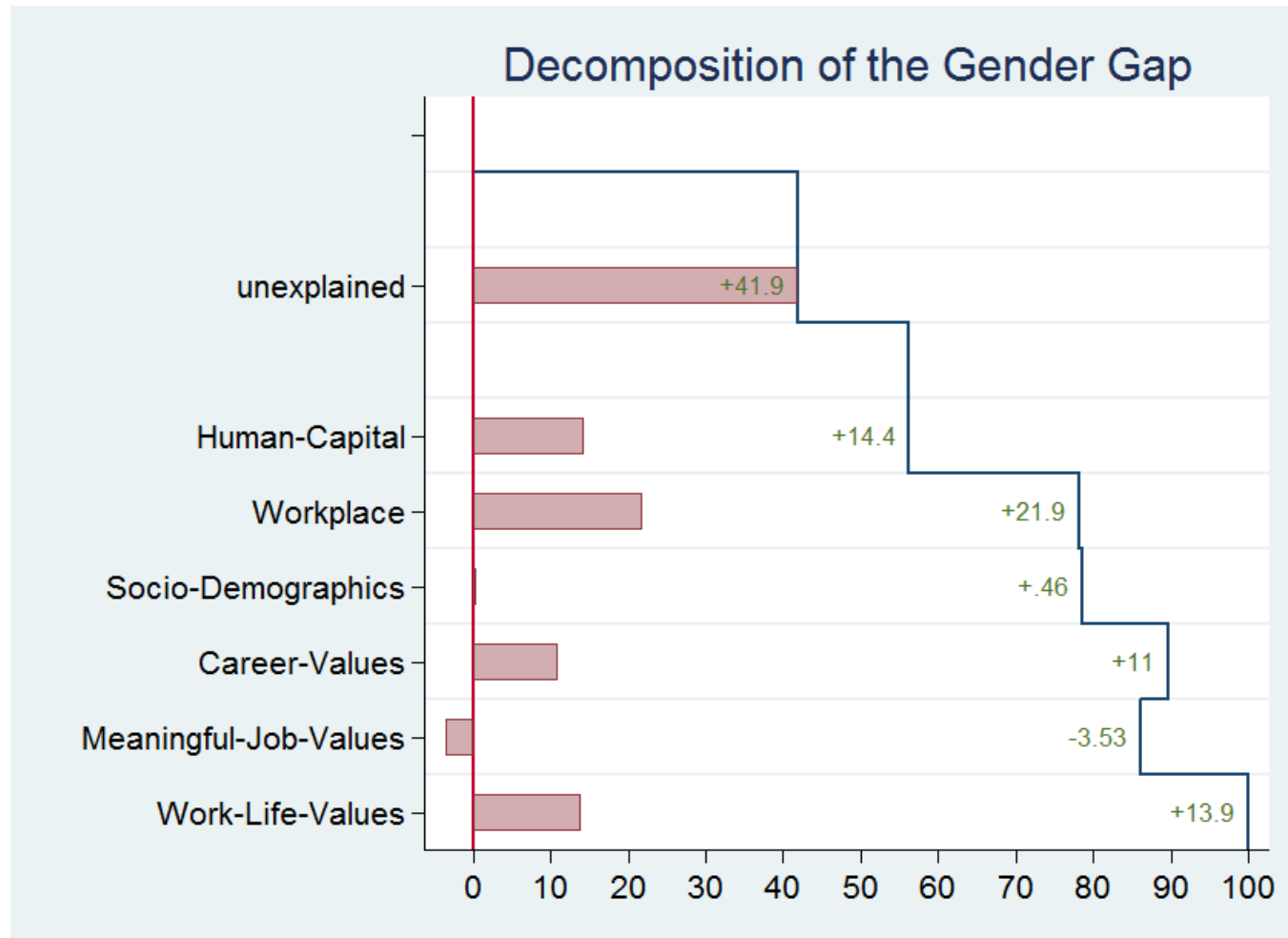
Results V



Results VI



Results VII



Results IIX - Summary

- > 10 percentage points lower probability for women to obtain a leadership position 5 years after graduation.
- > Work-related values explain 21% of the gender gap.
- > 42% of the gender gap remain unexplained.
- > Career aspirations positively influence the probability of getting a leadership position, but more so for men than for women.

Outlook

- > Is it the same with other groups, for example people who followed a vocational education?

- > Using other variables to measure career outcome
 - Income
 - Budget responsibility
 - Type of leadership position (lower, middle, upper management)

Discussion

- > Questions?
- > Comments?



- > Contact: barbara.zimmermann@soz.unibe.ch

Literature List

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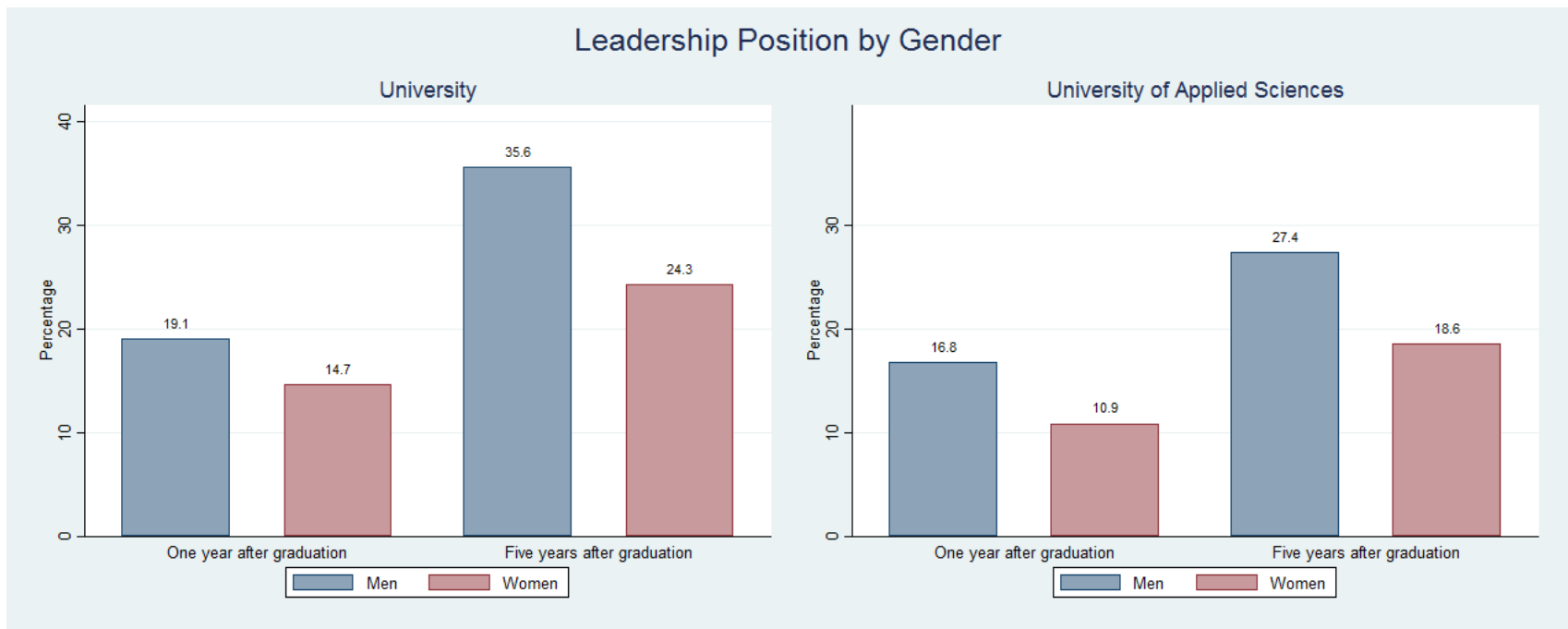
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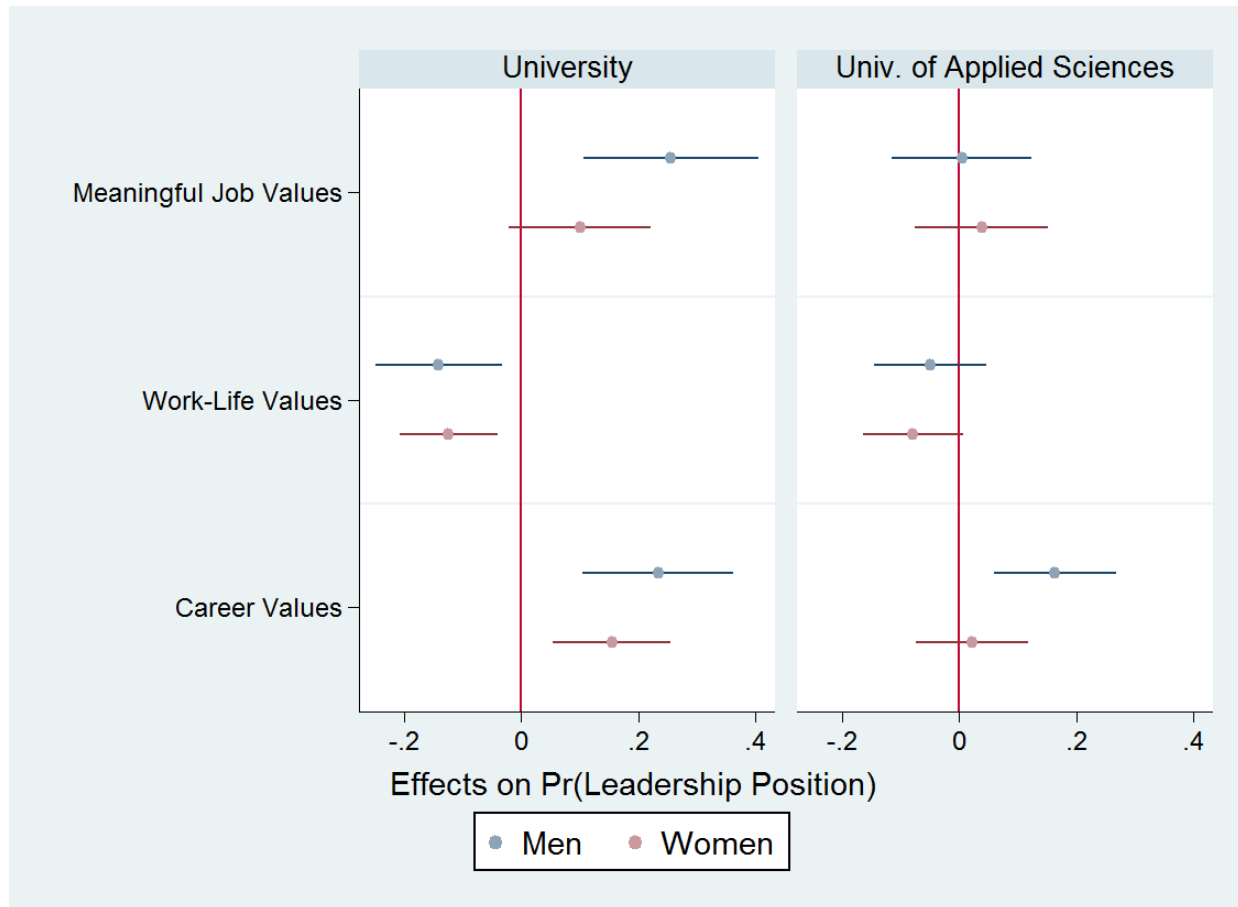
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Results Part 2: By Type of University I

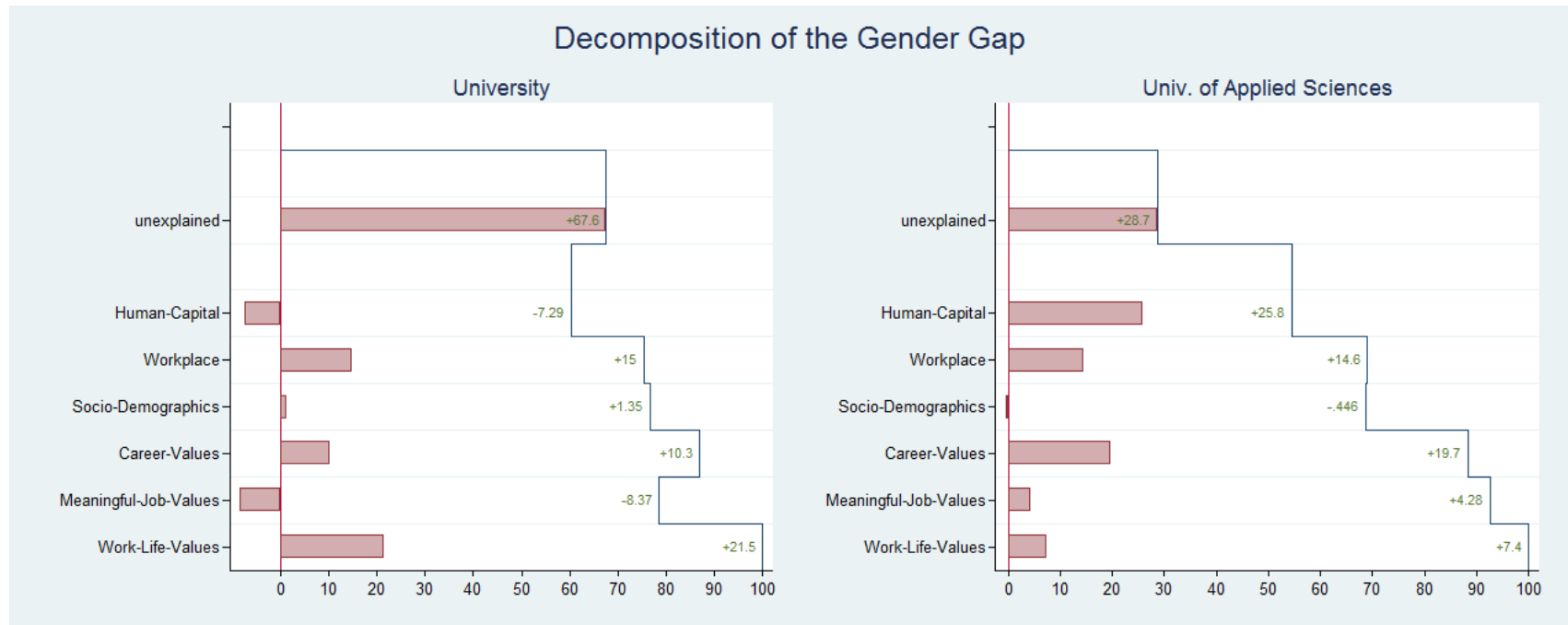


Results Part 2: By Type of University II

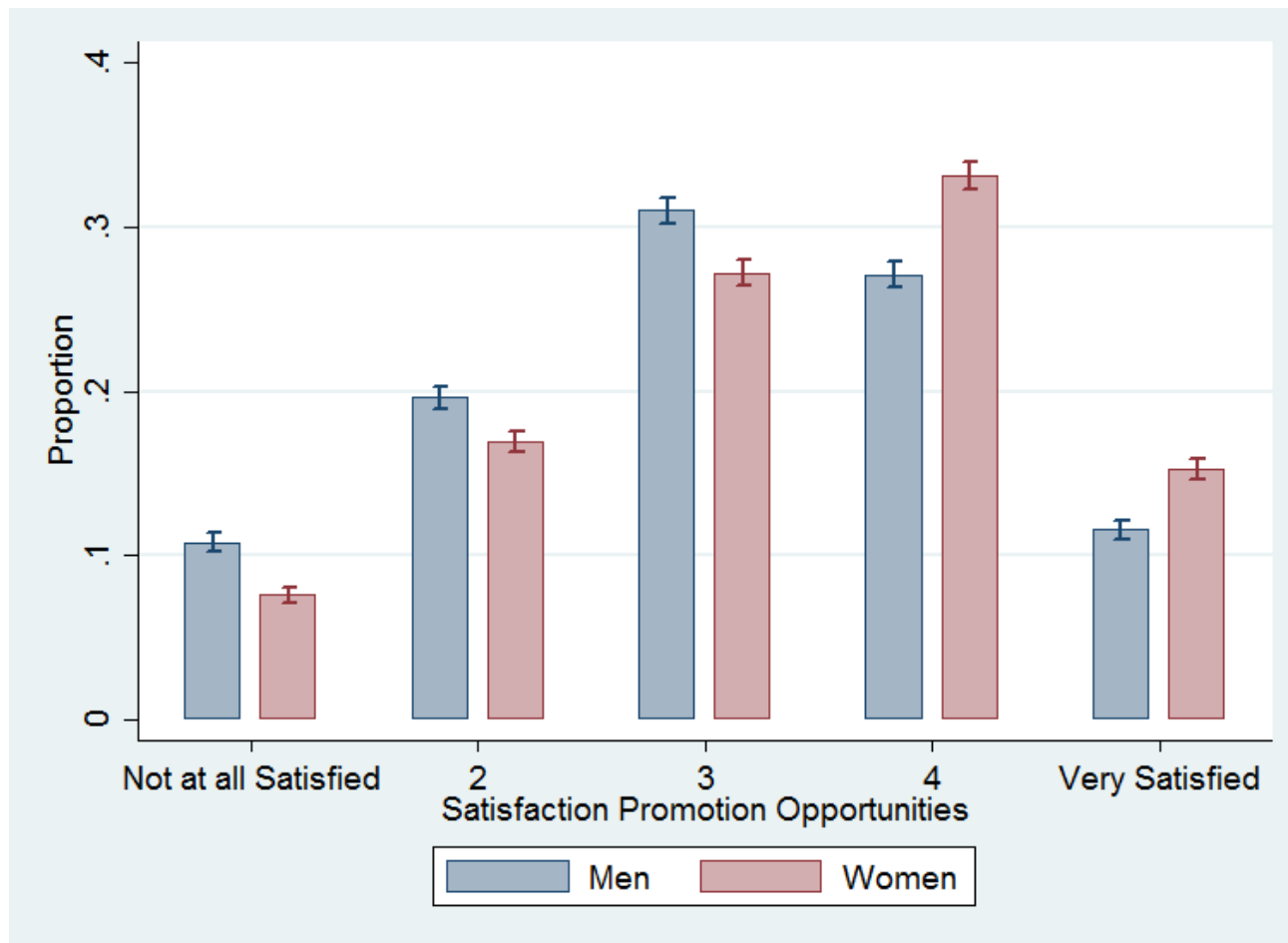
> Effects of Work-Related Values (AME)



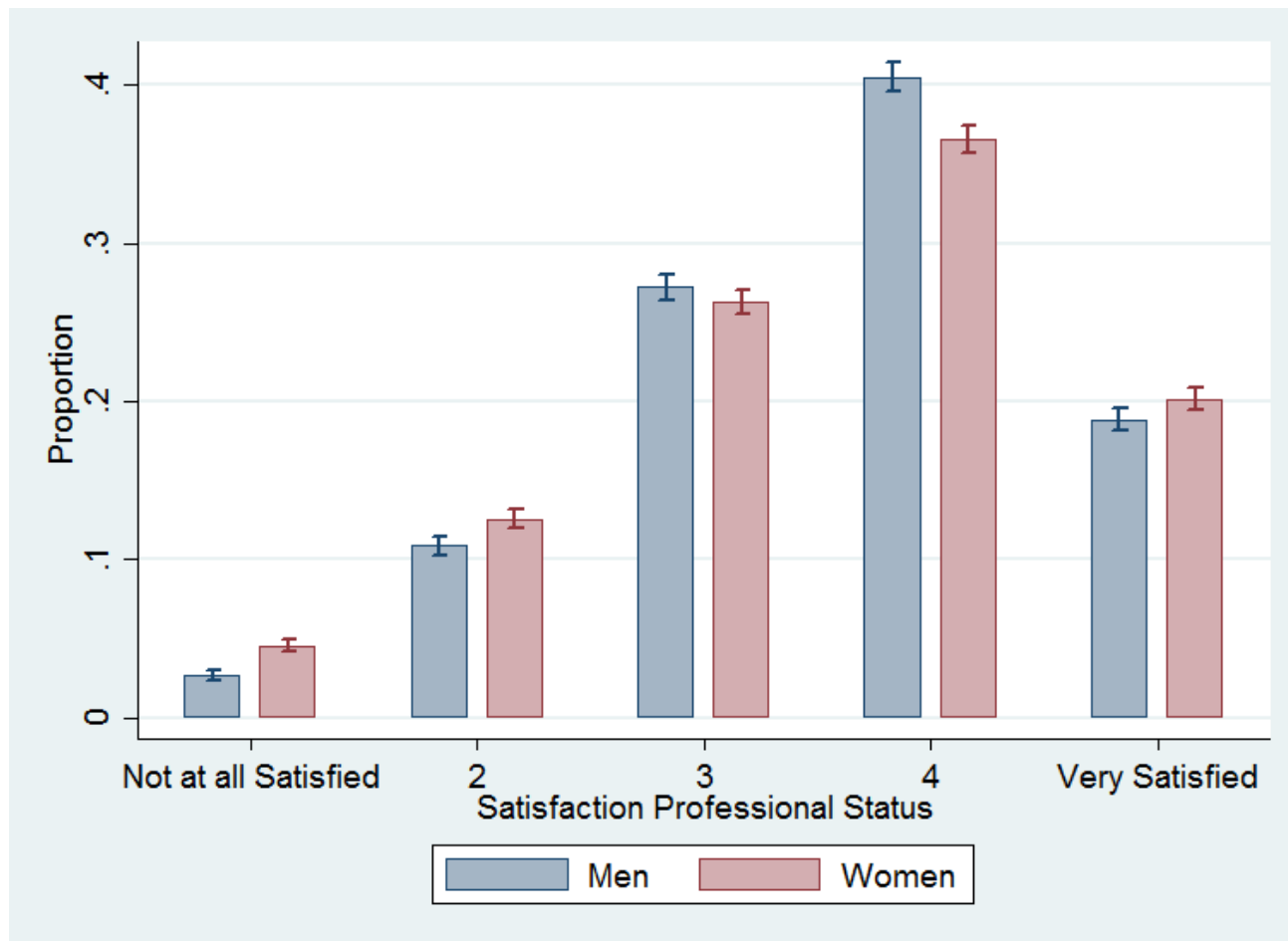
Results Part 2: By Type of University III



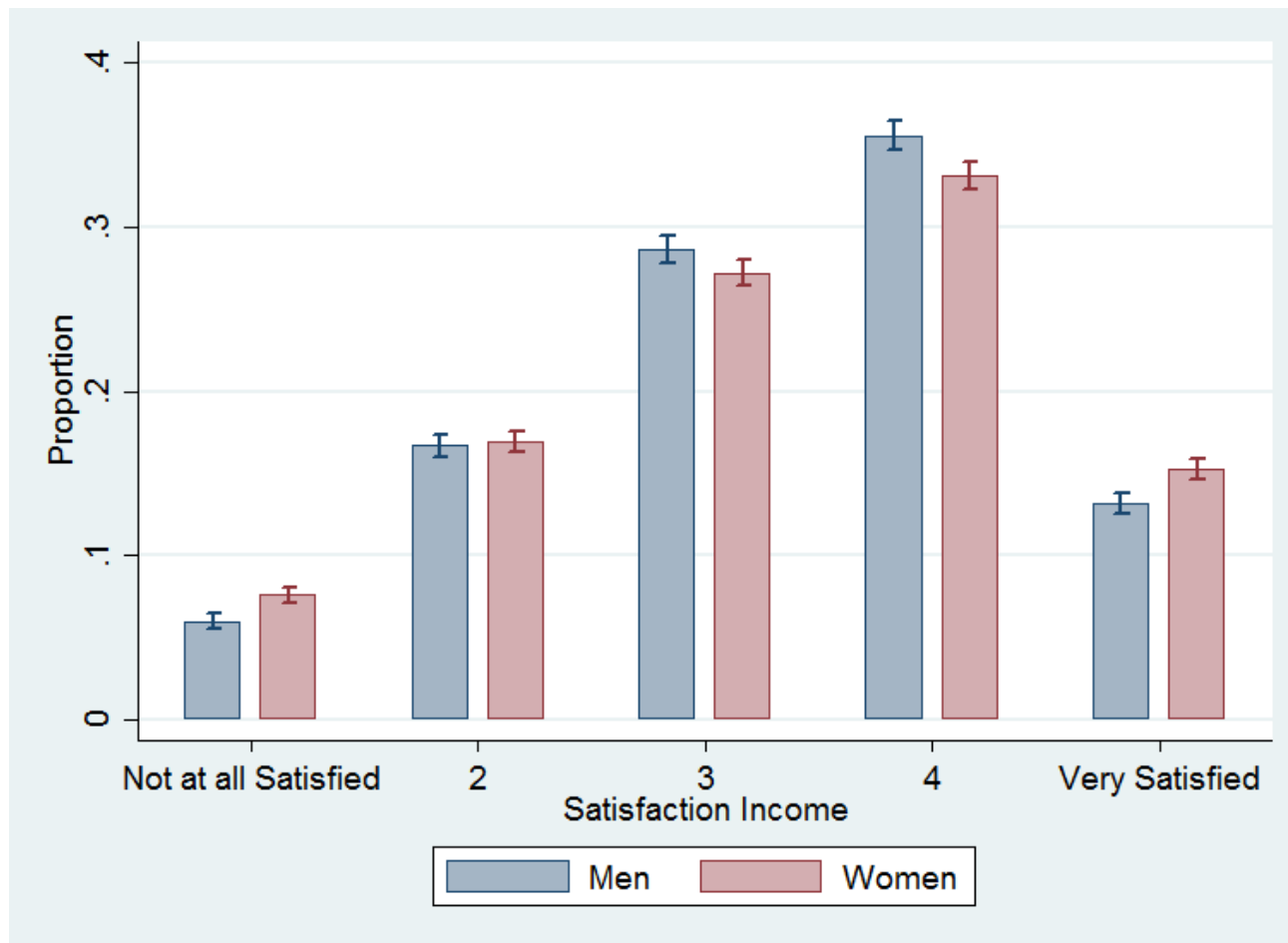
Part 3: Satisfaction I



Part 3: Satisfaction II



Part 3: Satisfaction III



Appendix I

