Gender differences in early career mobility of university graduates in Switzerland

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Introduction

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)


> 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

Source: England 2016, own adaptation
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

> Methods
Logistic regressions and Oaxaca decompositions
Research Design II

> Analytic Model

**Independent Variables**
- Gender
- Work-Related Values

**Dependent Variable**
- Leadership Position (yes/no)

**Controls**
- Human Capital
- Socio-Demographics
- Workplace Characteristics

T1: One Year after Graduation

T2: Five Years after Graduation
Results I

Leadership Position by Gender

- **Men**
  - One year after graduation: 20.0%
  - Five years after graduation: 35.1%

- **Women**
  - One year after graduation: 12.9%
  - Five years after graduation: 21.7%
Results II

Work-related Values by Gender

![Bar charts showing the proportion of work-related values by gender for career advancement and high income.](chart.png)
Results III

Work-related Values by Gender (cont.)
## Results IV

> **Results of PCA (bivariate correlations)**

<table>
<thead>
<tr>
<th>Meaningful Job Values</th>
<th>Career Values</th>
<th>Work Life Values</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply Qualifications</td>
<td>0.615***</td>
<td>0.799***</td>
</tr>
<tr>
<td>Good Working Atmosphere</td>
<td>0.596***</td>
<td>0.399***</td>
</tr>
<tr>
<td>Place own Conceptions</td>
<td>0.724***</td>
<td>0.705***</td>
</tr>
<tr>
<td>Work with People</td>
<td>0.554***</td>
<td>0.749***</td>
</tr>
<tr>
<td>Corresponding Convictions</td>
<td>0.662***</td>
<td></td>
</tr>
<tr>
<td>Continue Training</td>
<td>0.423***</td>
<td></td>
</tr>
<tr>
<td>Professional Development</td>
<td>0.617***</td>
<td></td>
</tr>
</tbody>
</table>

*N (weighted) 15’361 15’354 15’358

*p < 0.05, ** p < 0.01, *** p < 0.001
Results V

Effects of Work-Related Values (AME)

- Meaningful Job Values
- Work-Life Values
- Career Values

Effects on Pr(Leadership Position)

- Men
- Women
Results VI
Results VII

Decomposition of the Gender Gap

- Unexplained: +41.9
- Human-Capital: +14.4
- Workplace: +21.9
- Socio-Demographics: +.46
- Career-Values: +11
- Meaningful-Job-Values: -3.53
- Work-Life-Values: +13.9
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?

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Literature List


Results Part 2: By Type of University

Leadership Position by Gender

University

One year after graduation
- Men: 19.1%
- Women: 14.7%

Five years after graduation
- Men: 35.6%
- Women: 24.3%

University of Applied Sciences

One year after graduation
- Men: 16.8%
- Women: 10.9%

Five years after graduation
- Men: 27.4%
- Women: 18.6%
Results Part 2: By Type of University II

> Effects of Work-Related Values (AME)
Results Part 2: By Type of University III

Decomposition of the Gender Gap

University

Univ. of Applied Sciences

unexplained
Human-Capital
Workplace
Socio-Demographics
Career-Values
Meaningful-Job-Values
Work-Life-Values

-21.5
-8.37
+10.3
+1.35
-7.29
-21.8

+15

+26.2

-26.6
-446
-46

+14.6
+19.7
+4.28
+7.4
Part 3: Satisfaction I

![Bar chart](chart.png)

- **Proportion**
- **Not at all Satisfied**
- **Satisfaction**
- **Promotion Opportunities**
- **Very Satisfied**

**Categories:**
- Men
- Women
Part 3: Satisfaction II
Part 3: Satisfaction III

The diagram shows the proportion of men and women at different satisfaction levels (Not at all Satisfied, 2, 3, 4, Very Satisfied) across different satisfaction incomes (0 to 4). The bars indicate the proportion with error bars, showing the variability in the data.
Appendix I

Effects of Work-Related Values (AME)

- Region Partner
- Parttime
- Combine Job & Family
- Combine Job & Activities
- Career Advancement
- Safe Workingplace
- Quickly Find a Job
- High Income
- Firm Reputation
- Apply Qualifications
- Place own Conceptions
- Work with People
- Corresponding Convictions
- Not always Pressure

Effects on Pr(Leadership Positions)

Men — Women