Gender differences in early career mobility of university graduates in Switzerland

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Contents

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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)


> 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

- Social Position
- Personal Characteristics / Preferences / Values
- Gender Roles
- Outcomes

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

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

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

**Time Points**
- T1: One Year after Graduation
- T2: Five Years after Graduation
Results I

Leadership Position by Gender

- One year after graduation:
  - Men: 20.0%
  - Women: 12.9%

- Five years after graduation:
  - Men: 35.1%
  - Women: 21.7%
Results II

Work-related Values by Gender

[Graphs showing the proportion of work-related values by gender for career advancement and high income levels.]
Results III

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

Results of PCA (bivariate correlations)

<table>
<thead>
<tr>
<th></th>
<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>
<td>0.564***</td>
</tr>
<tr>
<td>Good Working Atmosphere</td>
<td>0.596***</td>
<td>0.399***</td>
<td>0.684***</td>
</tr>
<tr>
<td>Place own Conceptions</td>
<td>0.724***</td>
<td>0.705***</td>
<td>0.752***</td>
</tr>
<tr>
<td>Work with People</td>
<td>0.554***</td>
<td>0.749***</td>
<td>0.576***</td>
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<tr>
<td>Corresponding Convictions</td>
<td>0.662***</td>
<td></td>
<td>0.560***</td>
</tr>
<tr>
<td>Continue Training</td>
<td>0.423***</td>
<td></td>
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</tr>
<tr>
<td>Professional Development</td>
<td>0.617***</td>
<td></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

Predictive Margins of gender with 95% CIs

Predictive Margins of gender with 95% CIs
Results VII

![Graph showing the decomposition of the gender gap.](image)
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

<table>
<thead>
<tr>
<th>Time after Graduation</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>One year</td>
<td>19.1</td>
<td>14.7</td>
</tr>
<tr>
<td>Five years</td>
<td>35.6</td>
<td>24.3</td>
</tr>
</tbody>
</table>

University of Applied Sciences

<table>
<thead>
<tr>
<th>Time after Graduation</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>One year</td>
<td>16.8</td>
<td>10.9</td>
</tr>
<tr>
<td>Five years</td>
<td>27.4</td>
<td>18.6</td>
</tr>
</tbody>
</table>
Results Part 2: By Type of University II

> Effects of Work-Related Values (AME)

[Diagram showing the effects on the probability of leadership position (Pr) for different values for University and University of Applied Sciences, differentiated by gender (Men, Women).]
Results Part 2: By Type of University III

Decomposition of the Gender Gap

![Graph showing gender gap decomposition by type of university.](image-url)
Part 3: Satisfaction I

![Bar chart showing satisfaction levels of men and women across different satisfaction categories.](chart.png)
Part 3: Satisfaction II

![Bar chart showing satisfaction levels for men and women in professional status categories.](image)
Part 3: Satisfaction III

The chart illustrates the proportion of satisfaction levels (Not at all Satisfied, Satisfied, Very Satisfied) across different income satisfaction levels (1 to 4). The data is separated by gender (Men in blue, Women in pink) with error bars indicating variability.