Gender Differences in Early Career Mobility of University Graduates in Switzerland

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**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. The panel surveys cover graduates of all Swiss universities and universities of applied sciences, including teacher education, one year and five years after graduation.

**Methods**
Logistic regressions and Oaxaca decompositions. Work-related values and all controls are measured one year after graduation, leadership position is measured five years after graduation.

**Main Results**
- 12 percentage points lower probability for women to obtain a leadership position 5 years after graduation.
- Career aspirations and other work-related values explain 20% of the gender gap.
- Workplace characteristics, including position one year after graduation explain 24% of the gender gap in obtaining a leadership position.
- 43% of the gender gap remain unexplained.
- Among the work-related values, to find a job with good career prospects has the strongest positive influence on obtaining a leadership position.
- Wanting to work part-time or not wanting to work under pressure is negatively associated with obtaining a leadership position.