Family social capital during the labor market transitions: inequalities and mechanisms

(with Dr. Joel Martí & Lidia Yepes)

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INCASI *International Network for*
Comparative Analysis of Social Inequalities

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(i)   Understanding, in the context of Catalonia, the role played by social networks in the labor market;

(ii)   To examine labor market inequalities as a function of differential social capital;

(iii)   To apply a mixed-methods approach collecting quantitative, qualitative and social networks data.
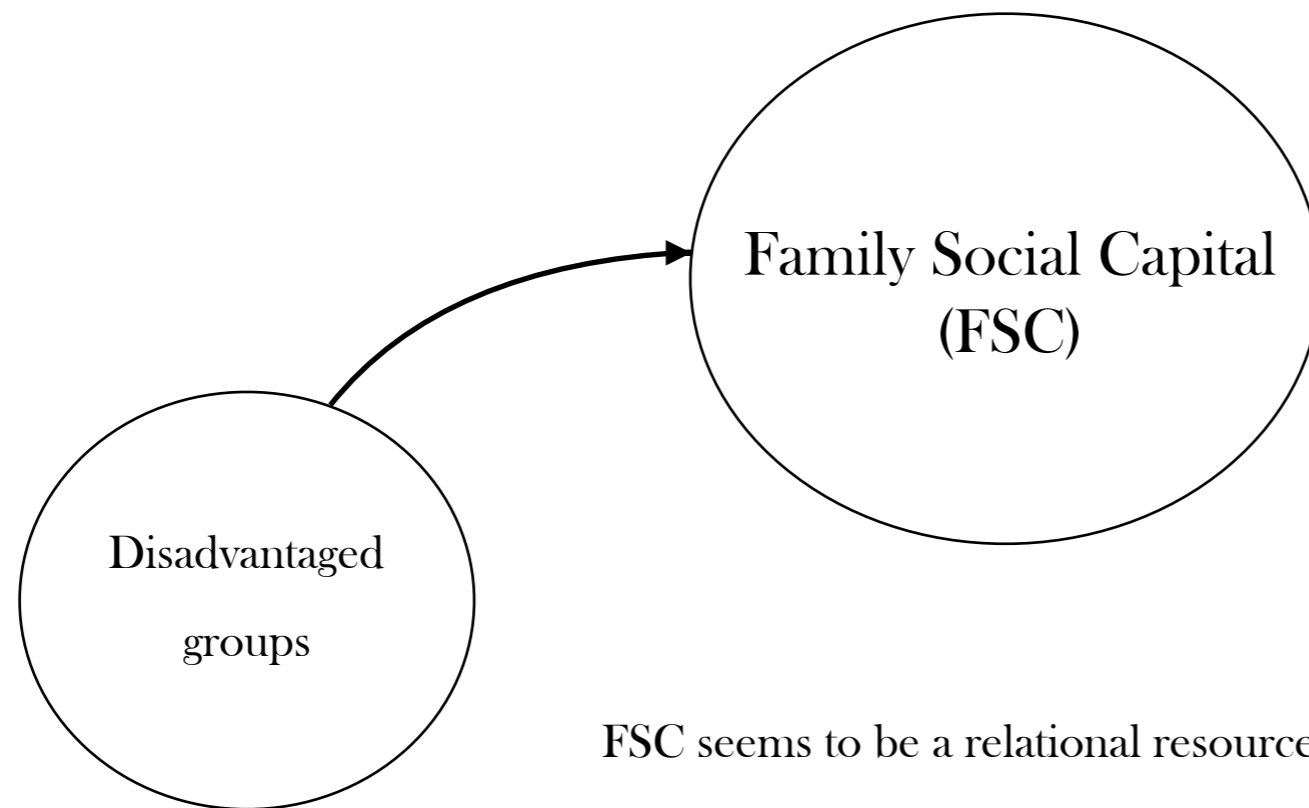
Theoretical background

Social Capital theory

Family Social Capital
(FSC)

Disadvantaged
groups

FSC seems to be a relational resource used by

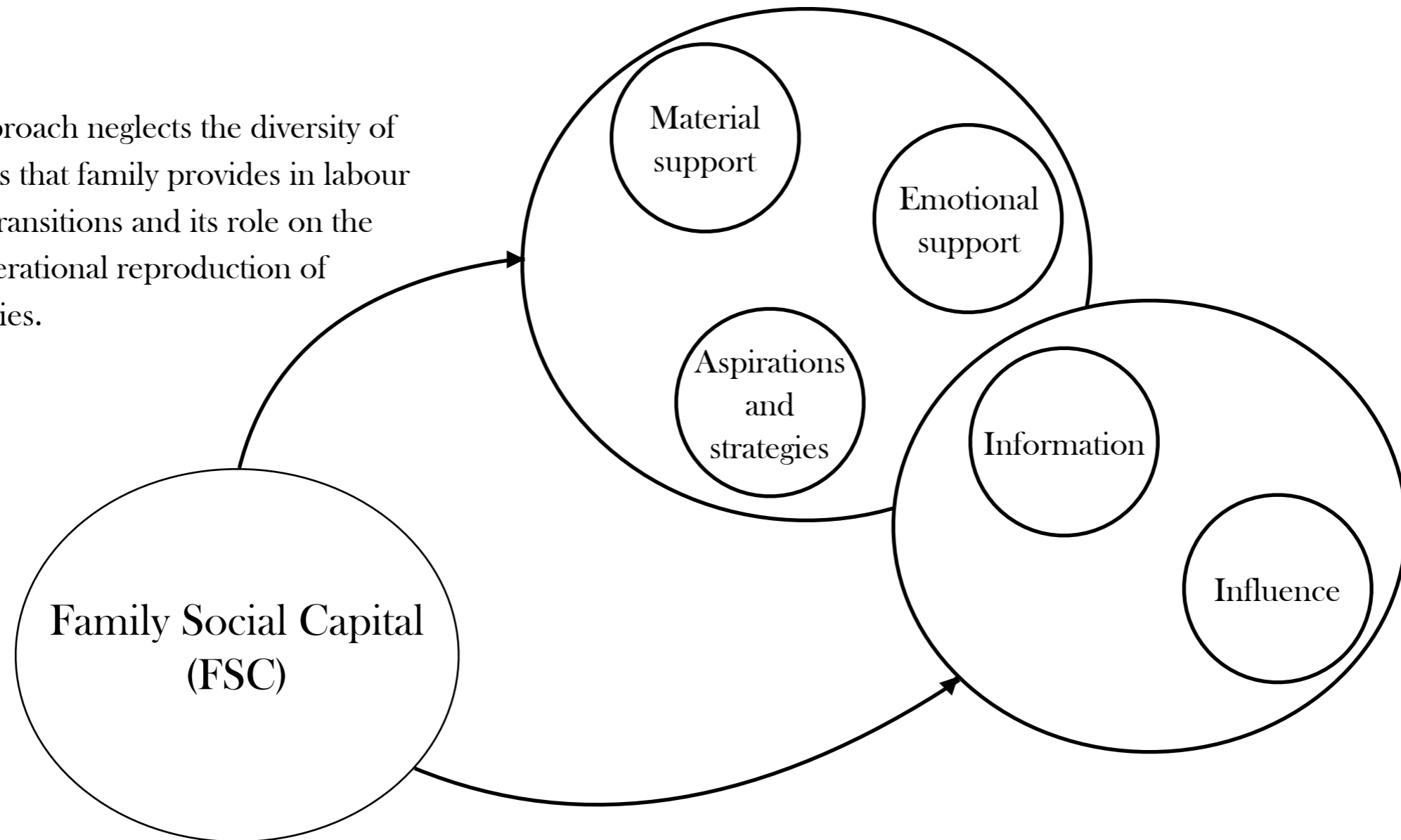those who lack (valuable) SC.[See "strenght of weak ties thesis", Granovetter (1973)]

Social Capital theory

Disadvantaged groups

Family Social Capital (FSC)

poor occupational attainments.
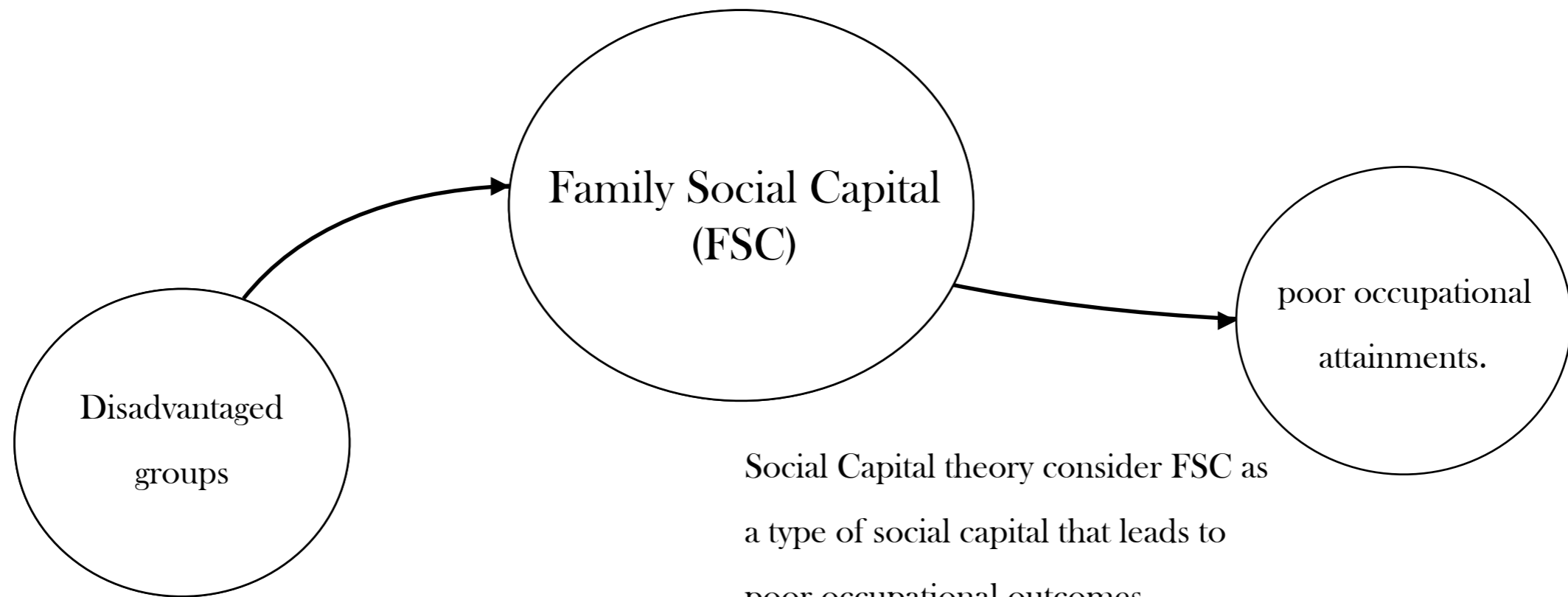
Social Capital theory consider FSC as a type of social capital that leads to poor occupational outcomes.

Social Capital theory

This approach neglects the diversity of resources that family provides in labour market transitions and its role on the intergenerational reproduction of inequalities.

Family Social Capital (FSC)

Material support

Emotional support

Aspirations and strategies

Information

Influence

Methods

Hybrid survey

(Verd, Bolíbar & Barranco, 2016)

Social networks
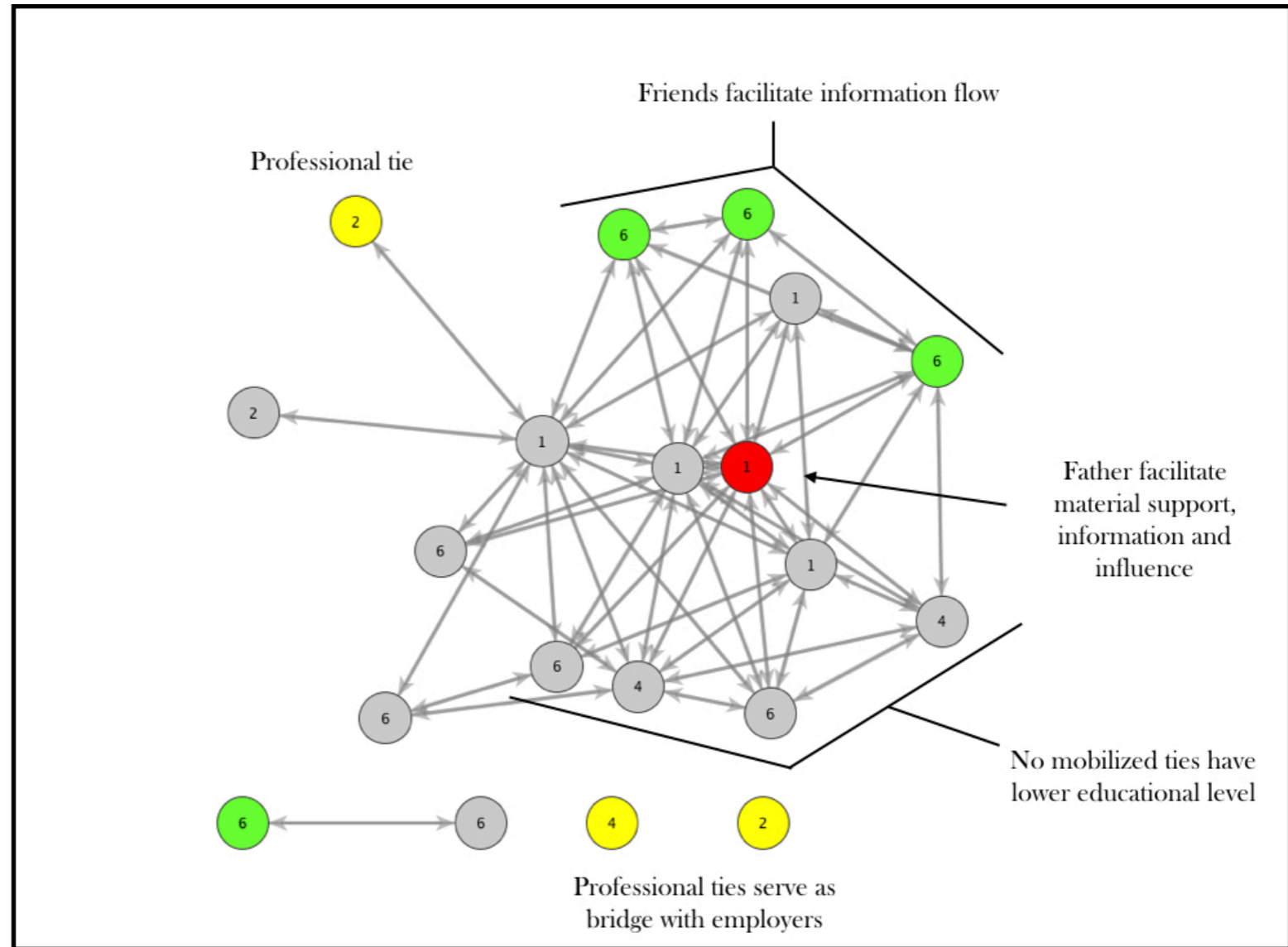
Friends facilitate information flow

Professional tie

Father facilitate material support, information and influence

No mobilized ties have lower educational level

Professional ties serve as bridge with employers

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Hybrid survey

Labor trajectories

Hybrid survey

EgoNet Questionnaries,
250 young Spanish adults from 20 to 34

Labor trajectories
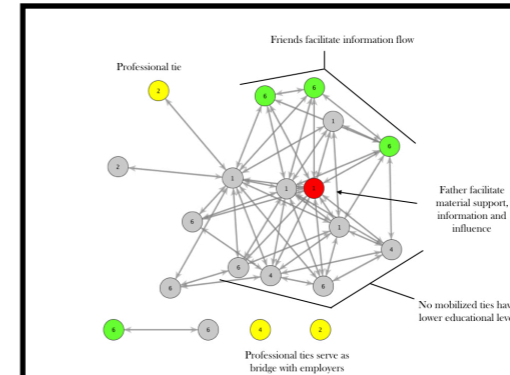
Social networks
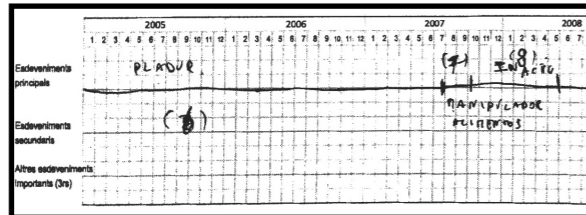
...recording process
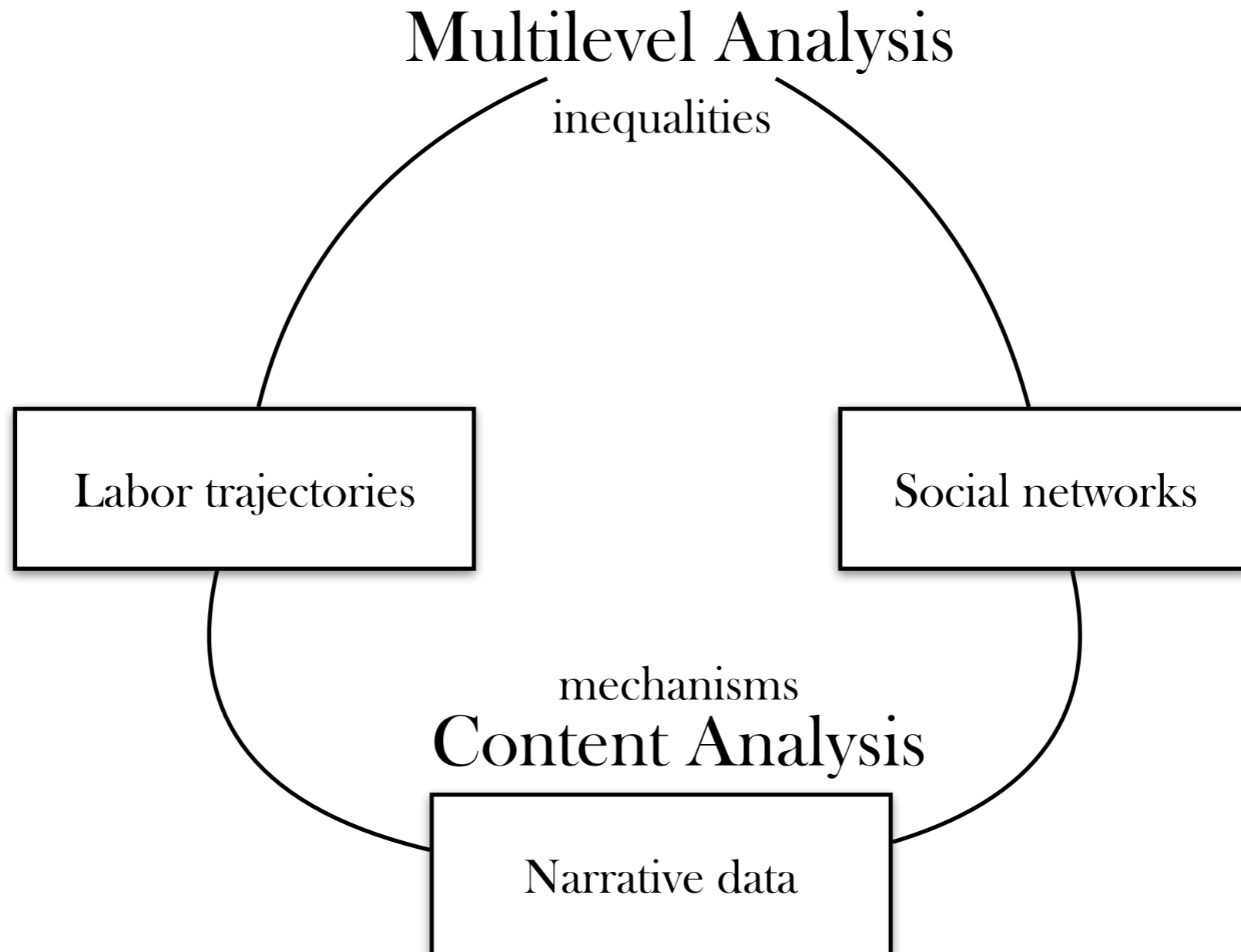
Narrative data

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Hybrid survey

Multilevel Analysis

inequalities

| Labor trajectories | | Social networks |

mechanisms
Content Analysis

| Narrative data |

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Results

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Multilevel Analysis
inequalities

Table I

Regression coefficients and standard errors (between brackets) of binary multilevel regression models predicting contacts' provision of help during the labour pathway (n= 5000 alters [M1], n=4402 [M2], n= 1157 [M3], n=1378 [M4], n=1830 [M5]).

	Contacts' provision of help				
	Model 1	Model 2	Owners and managers Model 3	Technicians Model 4	Working class Model 5
Random effect					
Ego Variance	0,986	0,991	0,836	1,268	0,916
Fixed Effect					
Intercept	0,158 (,49)	-0,117 (,52)	-0,160(1,06)	-0,365(1,06)	-0,182 (,70)
Ego's characteristics					
Age	-0.017 (,02)	-0,023 (,02)	-0,029(,03)	-0,022 (,03)	-0,018 (,24)
Sex (male)	0,361 (,14)*	0,405 (,15)**	0.421(,28)	0,782 (,29)**	0,184 (,21)
Education (higher)	-0,008 (,15)	-0,264 (,16)	-0,369(,31)	-0,222 (,32)	-0,062 (,26)
Alter's characteristics					
Sex (male)		-0,158 (,07)*	0,045(,14)	-0,096 (,13)	-0,313 (,11)**
Education (higher)		0,335 (,08)**	0,354(,16)*	0,360 (,15)*	0,360 (,13)**
Professional category (qualified)		0,534 (,09)**	0,855(,19)**	0,640 (,17)**	0,352 (,12)**
Ego-alter characteristics					
Familiar		0,519 (,11)**	0,908(,23)**	0,174 (,22)	0,458 (,17)**
Profesional		0,459 (,13)**	0,981(,26)**	0,090 (,25)	0,367 (,20)
Educational		0, 019 (,12)	0,340(,24)	-0,129 (,22)	-0,073 (,19)
Firends		-0,343 (,13)**	-0,388(,27)	-0,513 (,24)*	-0,306 (,19)
Emotional proximity (weak ties)		-0,004 (,11)	0,300(,24)	0,146 (,19)	-0,246 (,16)
Same sex *ego-alter*		-0,075 (,07)	-0,167(,14)	0,128 (,13)	-0,001 (,11)
AIC	6384,9	5530,5	1439,0	1667,4	2373,5
BIC	6417,5	5620,0	1510,6	1750,6	2450,7
ICC	0.230	0.231	0.202	0.278	0.197

* p<0,05   ** p<0,01

Multilevel Analysis
inequalities

Table II

Regression coefficients and standard errors (between brackets) of binary multilevel regression models predicting contacts' provision of help during the labour pathway (n= 5000 alters [M1], n=4402 alters [M2], n= 1026 alters [M6], n=1685 alters [M7], n=1691 alters [M8]).

			Contacts' provision of help		
	Model 1	Model 2	Lower Model 6	Upper secondary Model 7	Higher Model 8
Random effect					
Ego Variance	0,986	0,991	0,890	1,268	0,816
Fixed effect					
Intercept	0,158 (,49)	-0,117 (,52)	0,116(0,99)	-0,255(,80)	-0,477 (1,00)
Egos's characteristics					
Age	-0.017 (,02)	-0,023 (,02)	-0,025(,03)	-0,018 (,02)	0,027 (,03)
Sex (male)	0,361 (,14)*	0,405 (,15)**	0,731(,30)*	0,224 (,26)	0,280 (,22)
Education (higher)	-0,008 (,15)	-0,264 (,16)	–	–	–
Alter's characteristics					
Sex (male)		-0,158 (,07)*	-0,273(,16)	-0,239 (,12)*	-0,030 (,11)
Education (higher)		0,335 (,08)**	0,508(,20)*	0,195 (,13)	0,480 (,13)**
Professional category (qualified)		0,534 (,09)**	0,411(,16)*	0,586 (,13)**	0,634 (,16)**
Ego-alter characteristics					
Familiar		0,519 (,11)**	0,390(,21)	0,581 (,19)**	0,594 (,20)**
Professional		0,459 (,13)**	0,570(,27)*	0,232 (,22)	0,652 (,21)**
Educational		0, 019 (,12)	-0,549(,26)*	0,134 (,20)	0,192 (,20)
Friends		-0,343 (,13)**	-0,442(,26)	-0,231 (,21)	-0,324 (,22)
Emotional proximity (weak ties)		-0,004 (,11)	-0,106(,22)	-0,020 (,18)	0,053 (,17)
Same sex *ego-alter*		-0,075 (,07)	-0,059(,12)	-0,055 (,12)	-0,103 (,11)
AIC	6384,9	5530,5	1312,8	2096,4	2146,6
BIC	6417,5	5620,0	1376,9	2167,0	2217,2
ICC	0.230	0.231	0.212	0.269	0.198

* p<0,05   ** p<0,01

Table III.
Characteristics of jobs found, by channel (n= 1615 jobs)

	By means of family member	Other channels	Total
First job	29.8%	13.4%	15.6%**
Main activity	45.6%	53.3%	52.2%*
Skilled	36.6%	49.8%	48.0%**
With contract	52.8%	73.1%	70.4%**
Duration in months	16.9	14.7	15.0

** $p<0.01$; * $p<0.05$ in Chi-Square test (Fisher's test for duration in months)

Table IV.
Characteristics of jobs found by means of a family member, by family social class (n=211 jobs)

	Owners and managers	Technicians	Working class	Total
First job	30.7%	30.2%	30.1%	30.3%
Main activity	41.3%	34.4%	59.0%	46.4%**
Skilled	46.5%	45.1%	21.1%	36.4%**
With contract	56.8%	56.6%	46.9%	52.9%
Duration in months (mean)	18.3	18.6	14.7	17.0

** $p<0.01$; * $p<0.05$ in Chi-Square test (Fisher's test for duration in months)

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Content Analysis
mechanisms

(subsample 98 interviews)

Material support
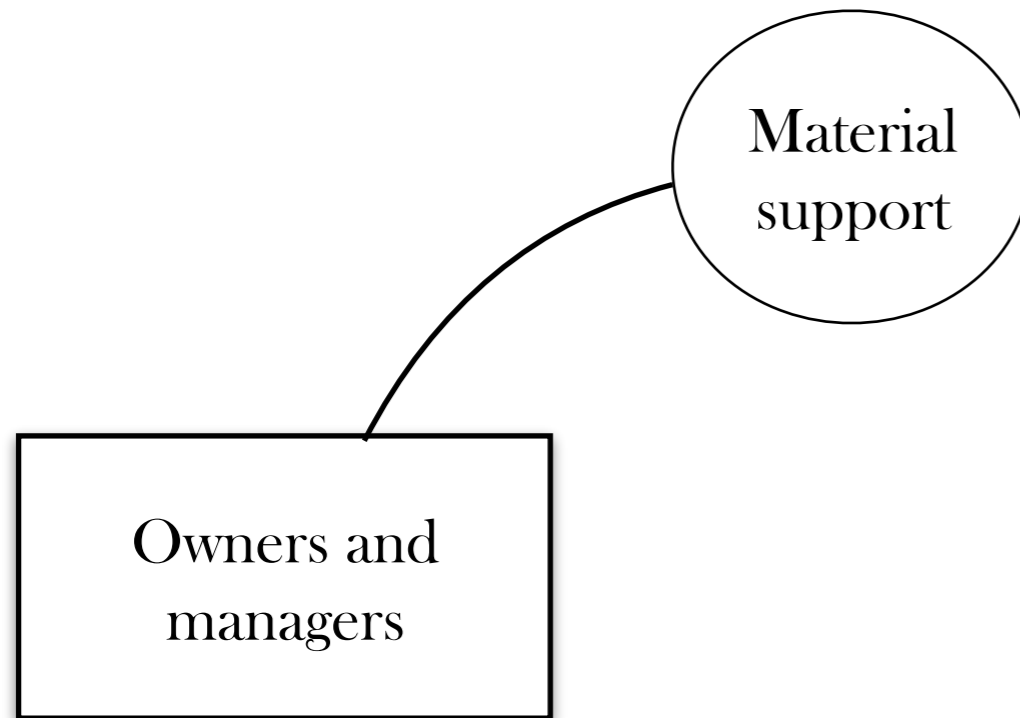
"I always decided everything. (...) First, because I had always received a lot of support from my parents (...). For example, I wanted to go to Canada, they paid, I wanted to go to University, they paid, I wanted whatever and they always helped me economically with everything" (ID 92, female 33, owners and managers)
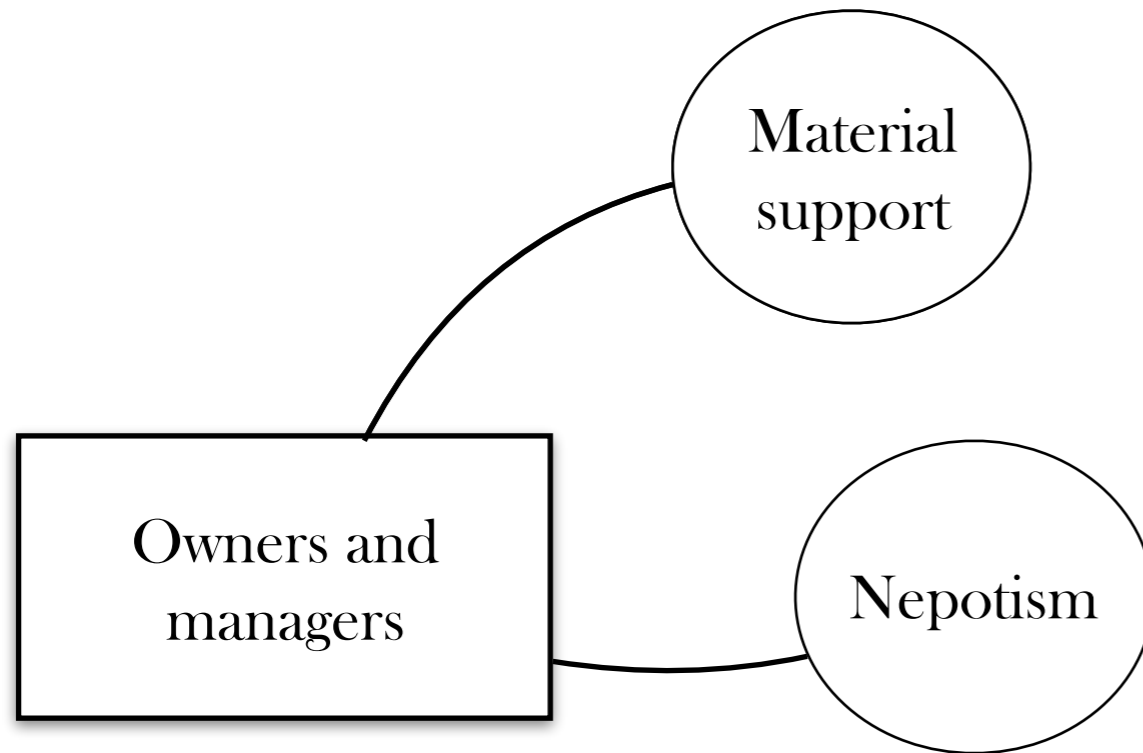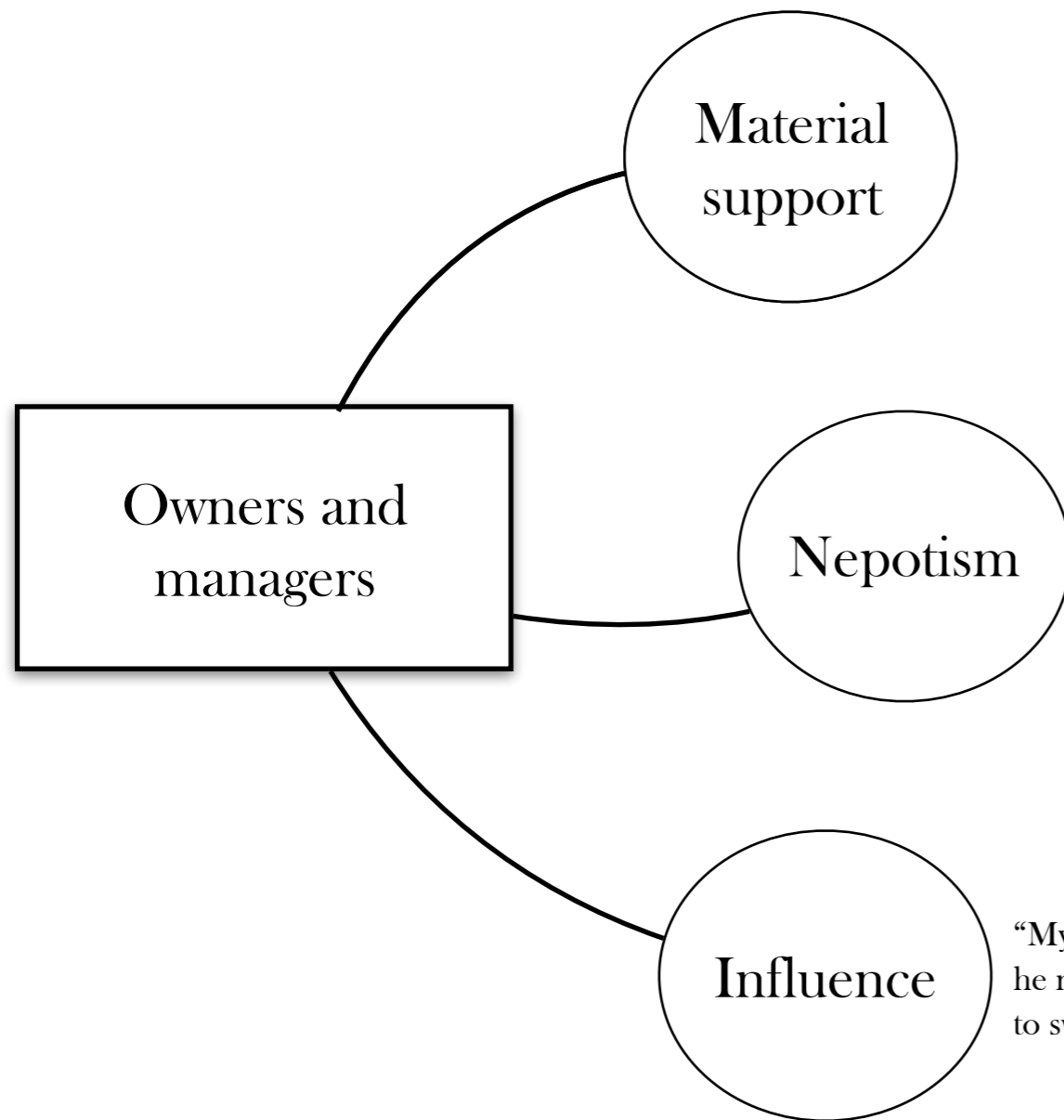
Owners and managers

Content Analysis
mechanisms

(subsample 98 interviews)

Material support

Owners and managers

Nepotism

"The other important moment was when I started to work in the family firm (...). I work in another field and it has always been a bit of a "fallback firm"... When I couldn't go on because I was burned out with the shops, I go there as a fallback" (ID 101, male 33, owners and managers)

Content Analysis

mechanisms

(subsample 98 interviews)

Material support

Owners and managers

Nepotism

Influence

"My father was general manager in a French bank. Thanks to his contacts and his power he managed to get the dean of the college where I was studying to consider me suitable to switch directly from a student to a professor" (ID 69, male 30, owners and managers)

Content Analysis
mechanisms

Material support
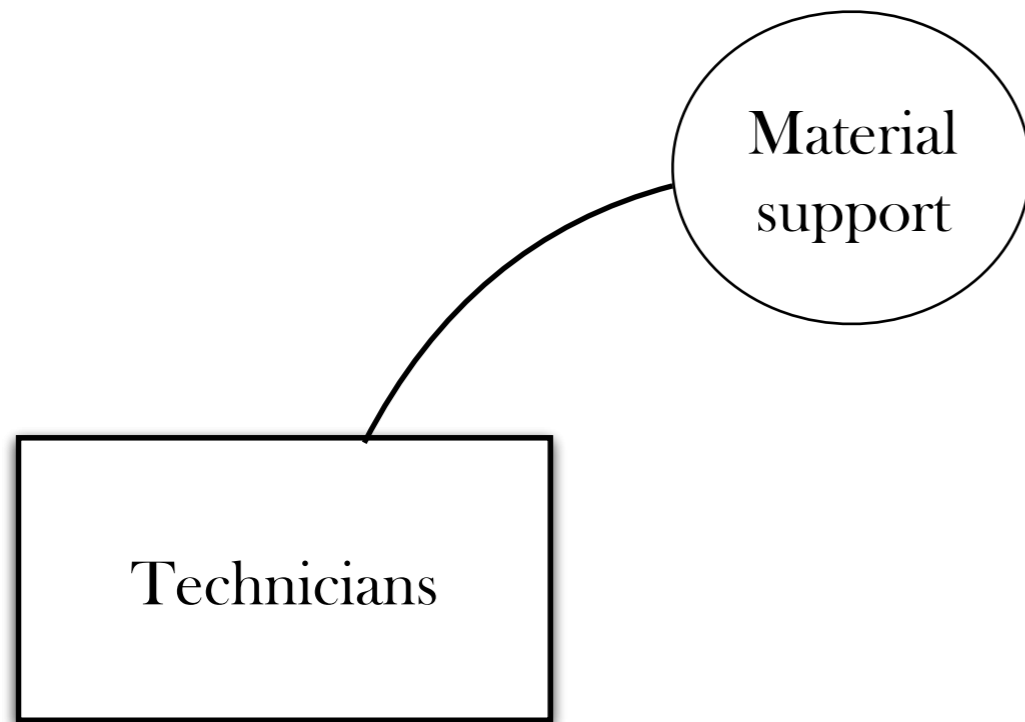
"As I do not have economic problems, they [parents] have always allowed me, if I want to leave a job (...), my economic situation allowed me to do what I wanted to do" (ID 84, male 34, technicians)

Technicians

Content Analysis
mechanisms

Material support

Technicians

Information
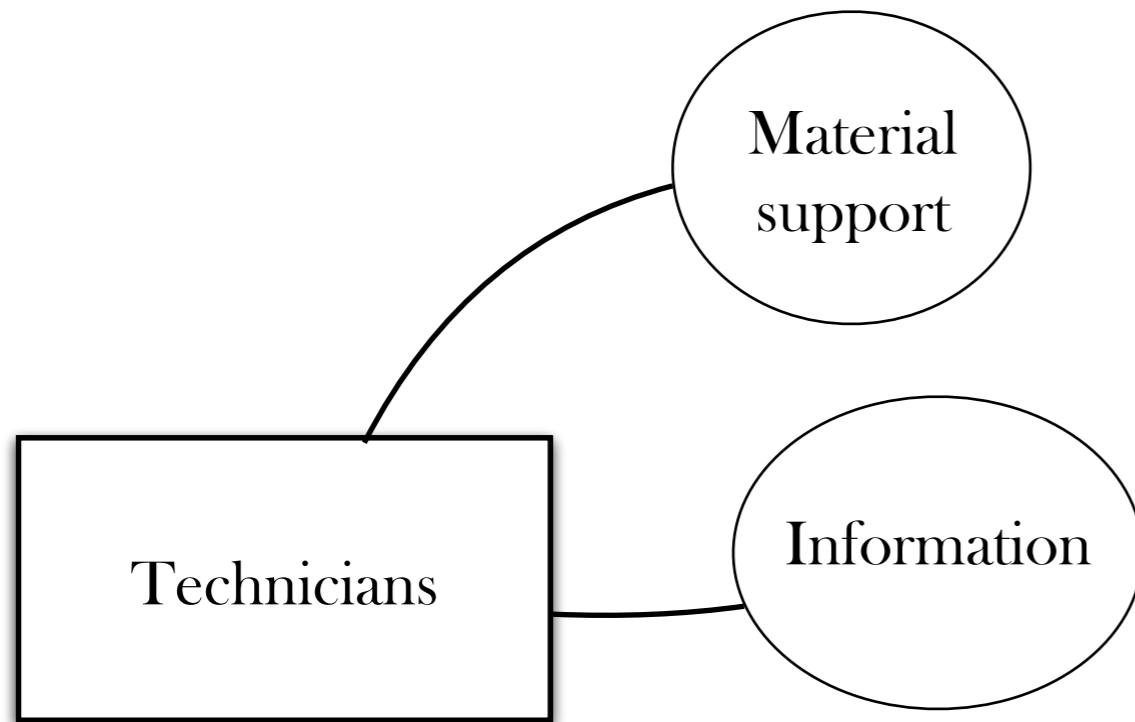
"My aunt works in a school... so, if there's a child, she tells me" (ID 26, 23, female, technician)

Content Analysis
mechanisms

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Material
support

Technicians        Information

Intermediation
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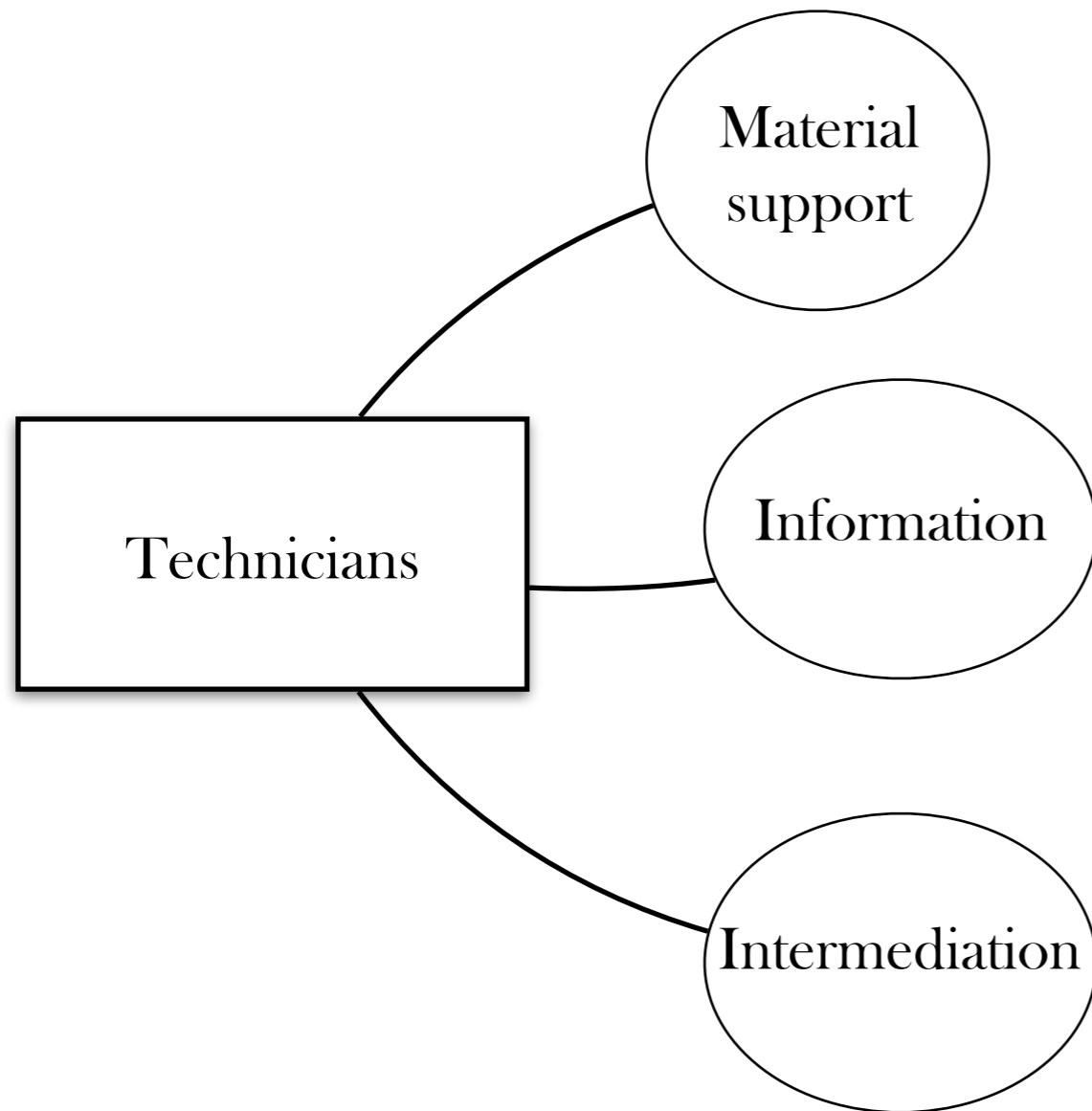
"As my mother is teacher, through her contacts she told me a person was leaving the job... so I went to the interview and I got it (...). It was because my mother was working in that field that I ended up there" (ID 34, male 24, technicians)
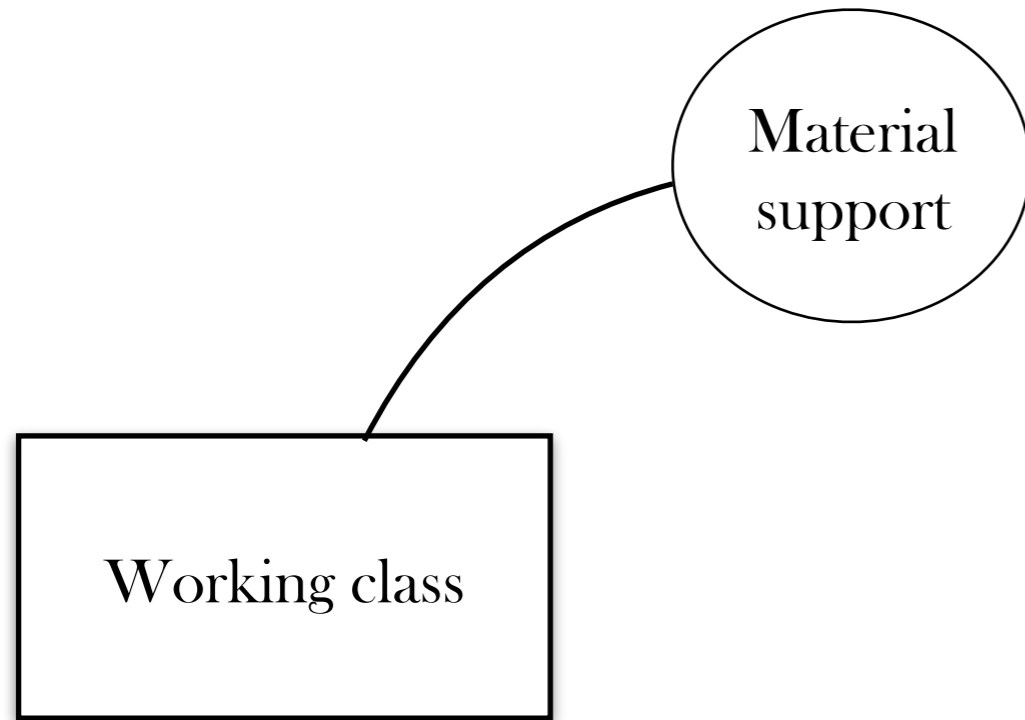
Content Analysis
mechanisms

Material
support

"At home we need money and you have to take any job to eat. (...) I couldn't study
because I couldn't pay for it" (ID 239, male 31, working class)

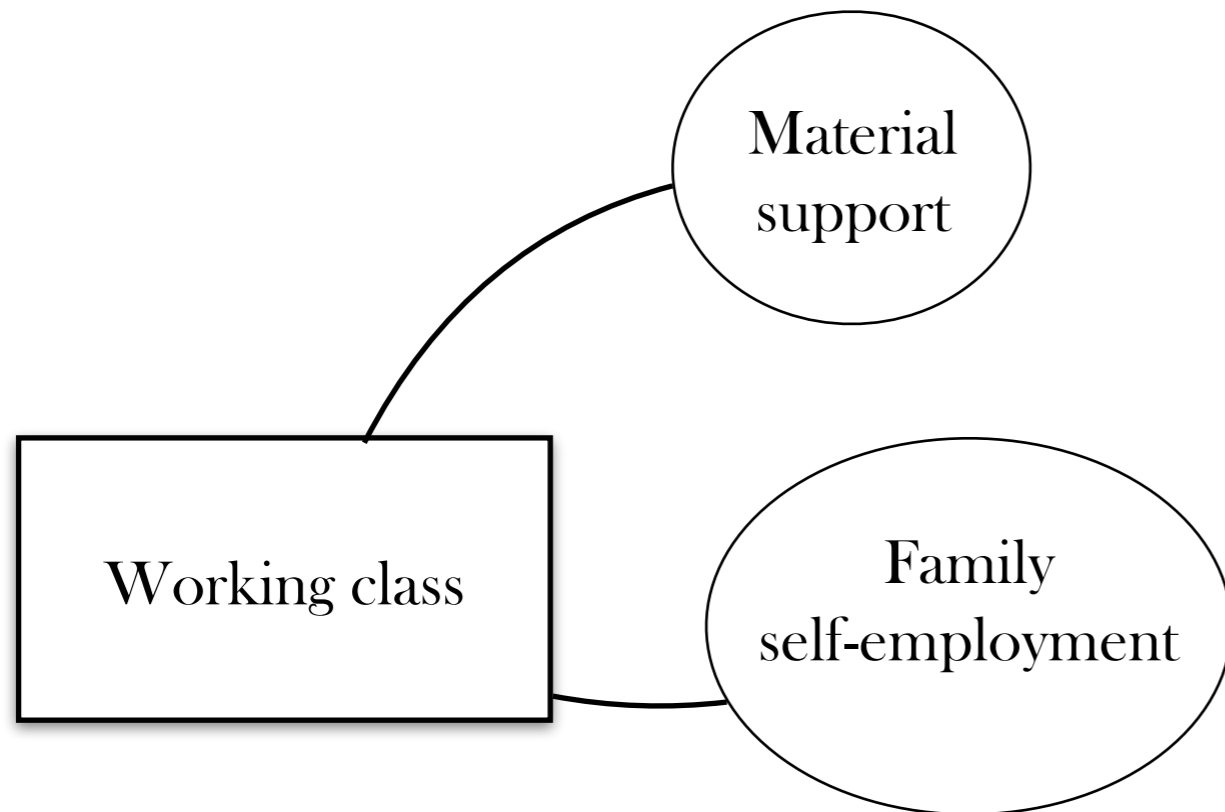Working class

Content Analysis
mechanisms

Material
support

Working class

Family
self-employment

"My brother had many businesses so, of course, I've always been close to him (...). He had a clothes shop, then a bar...then he started to sell drinks at traveling fairs (...). I always helped him... It wasn't a real job but I earned some money helping him" (ID 199, male 22, working class)

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Content Analysis
mechanisms

Material support

Working class

Family self-employment

Bridging

"My sister is also a waitress... it was through her.
She told me: come, because they are
looking for people" (ID 23, female 23, working class)

"He works there [cousin] (...). I always see him ...
He sent my cv directly to the
manager" (ID 201, male 29, working class)

Conclusions

(i) In a context of high unemployment and complex transitions to adulthood, FSC mediation is not at all exclusive to young people of working class. FSC is important for all social groups as kinships (with valuable resources) can also lead to qualified jobs.

(ii) Families in a better social position try to reproduce their status through different mechanisms, according with their resources. Owners and managers helps through material support, nepotism and influence.

(iii) Our results also show that kinships serve as bridges with employers also in the working class group.

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Thanks!

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