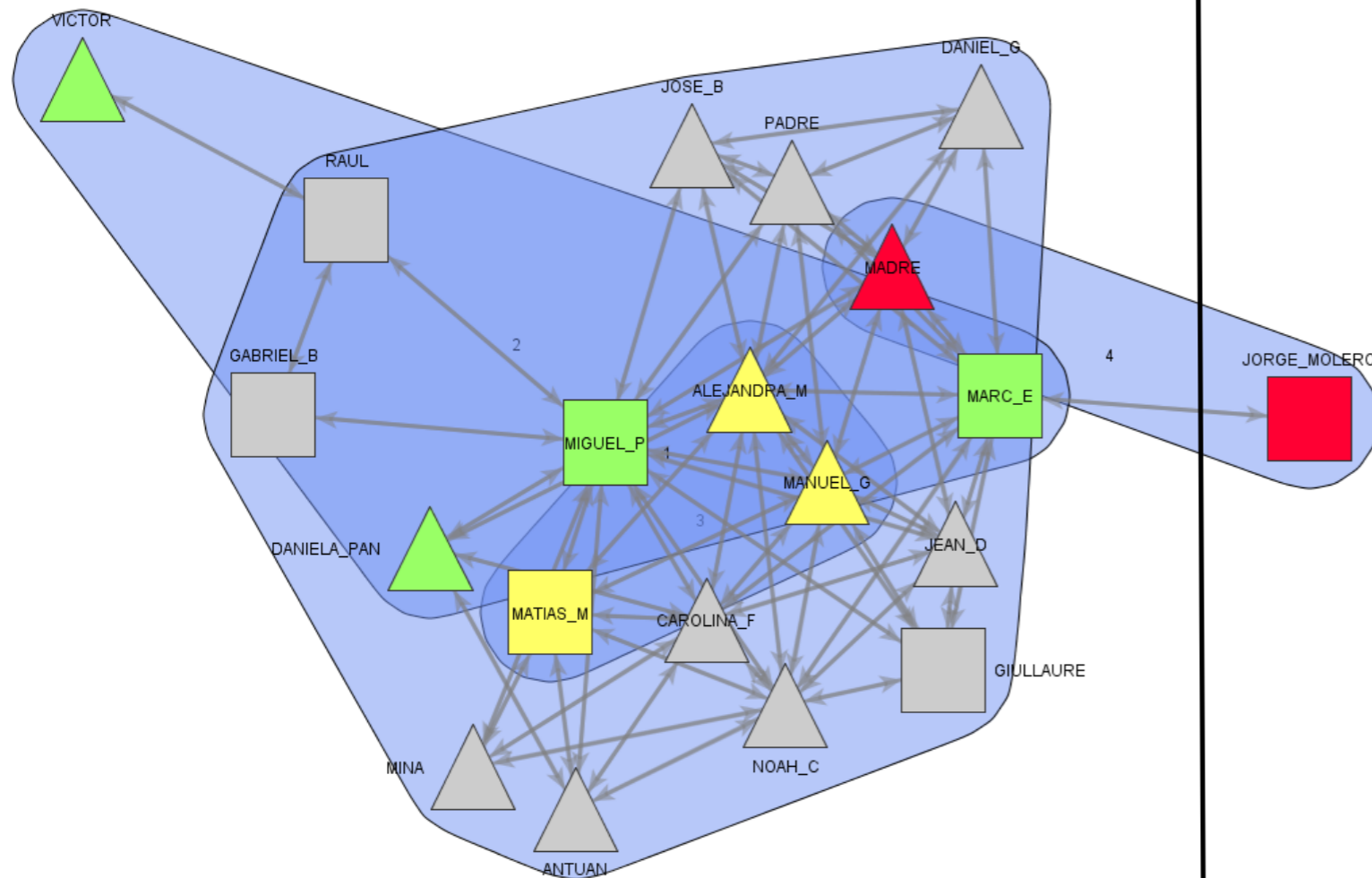


Mobilizing social capital along the job search process: do people follow a strategy?

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- *Las redes sociales en sus diferentes modalidades, como recursos y mecanismos de búsqueda e inserción laboral en el empleo y de apoyo social en los jóvenes.* R & D Project CSO02012- 36055 - Ministerio de Economía y Competitividad.
- PI: Carlos Lozares Colina, Universitat Autònoma de Barcelona

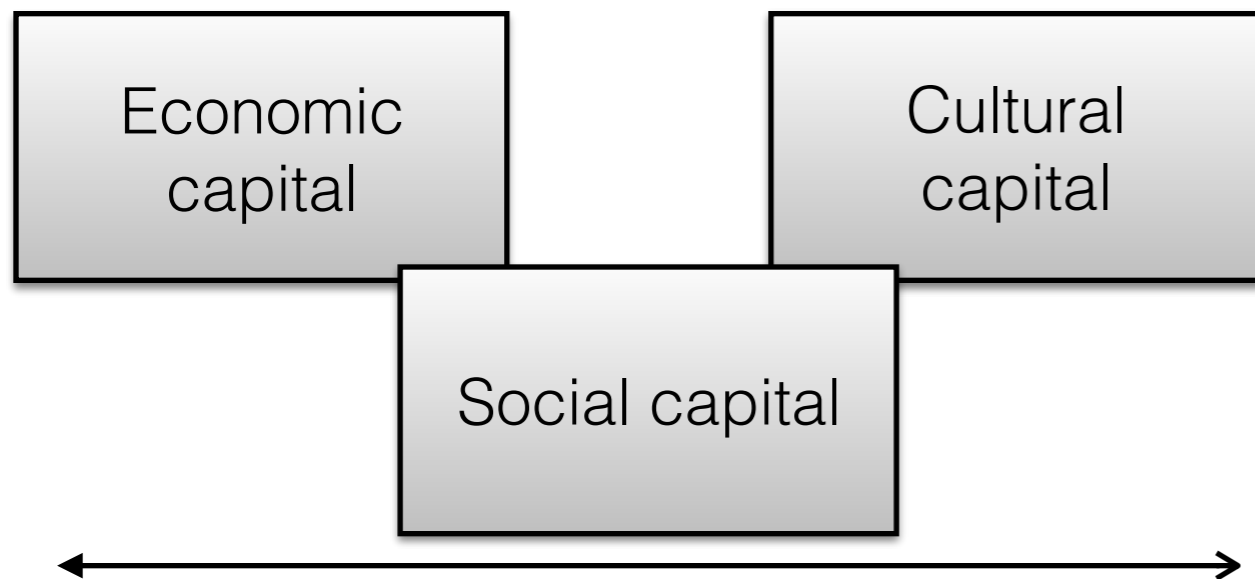
...an ongoing project

OBJECTIVES

- (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 understand how **agency** is related in the process of mobilizing social capital along the job search process;
- (iv) To apply a **mixed-methods** approach collecting quantitative, qualitative and social networks data.

THEORETICAL BACKGROUND

Pierre Bourdieu (1984)



Social capital (SC):

...is rooted in social networks and social relations (Granovetter, 1985; Nan Lin, 2001; Burt, 1992; Portes, 1998; Lozares, 1996);

...is **unequal distributed** across social groups in a population, due to the homophily principle (McPherson, Smith-Lovin, Cook, 2001)

...is conceived as resources embedded in a social structure that are **accessed** and/or **mobilized** in purposive action (Nan Lin, 2001);

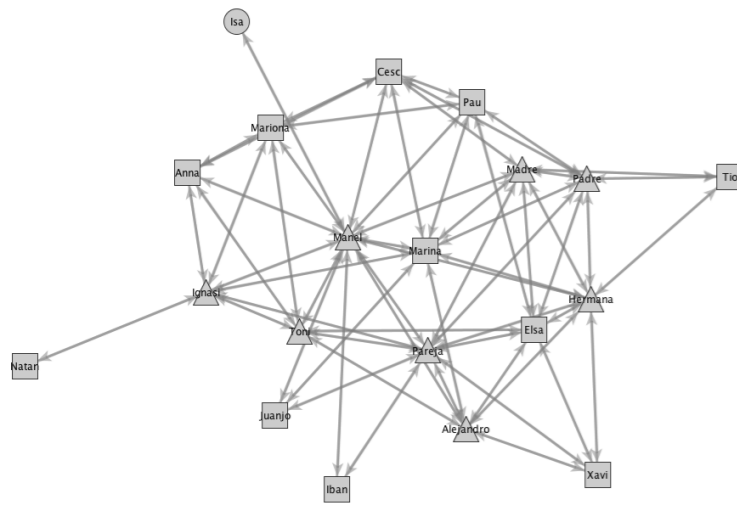
THEORETICAL BACKGROUND

Mobilization SC:

...the distinction between having social capital and using contacts as search method (Obukhova, Lan, 2013)

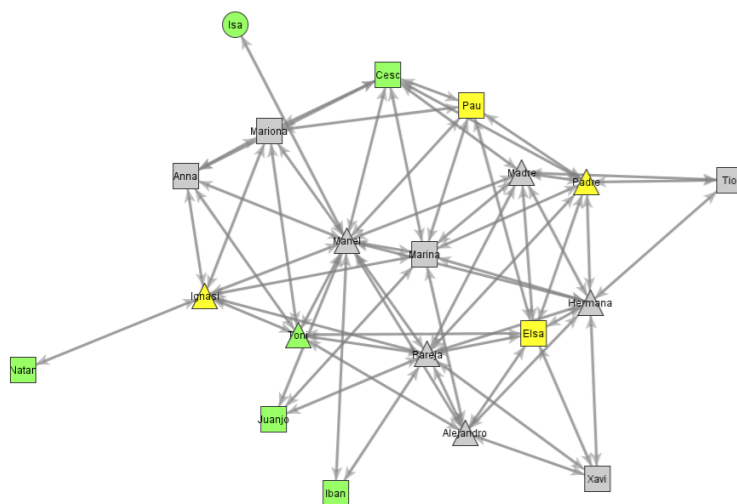
...job seeker must seek out contacts who possess the kinds of resources they need for their job search (Trimble, 2012);

...low status individuals may use more their contacts as search method (Rieucan, 2008)



...accessed

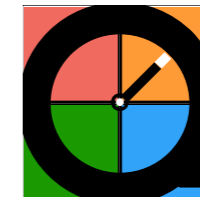
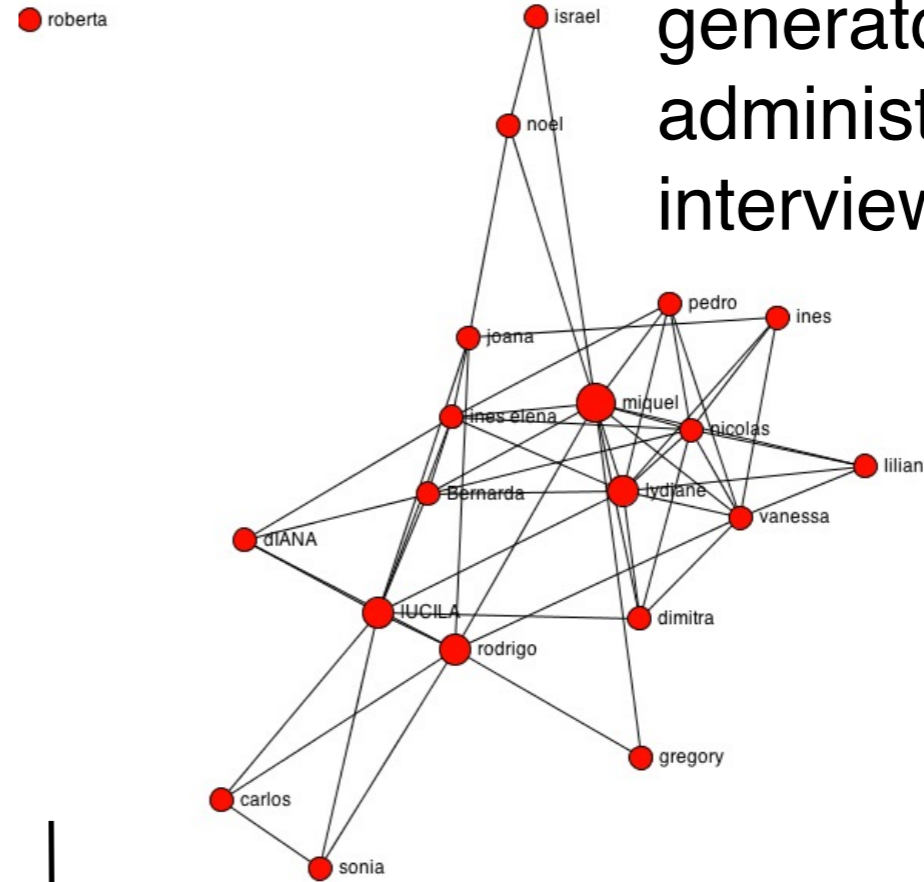
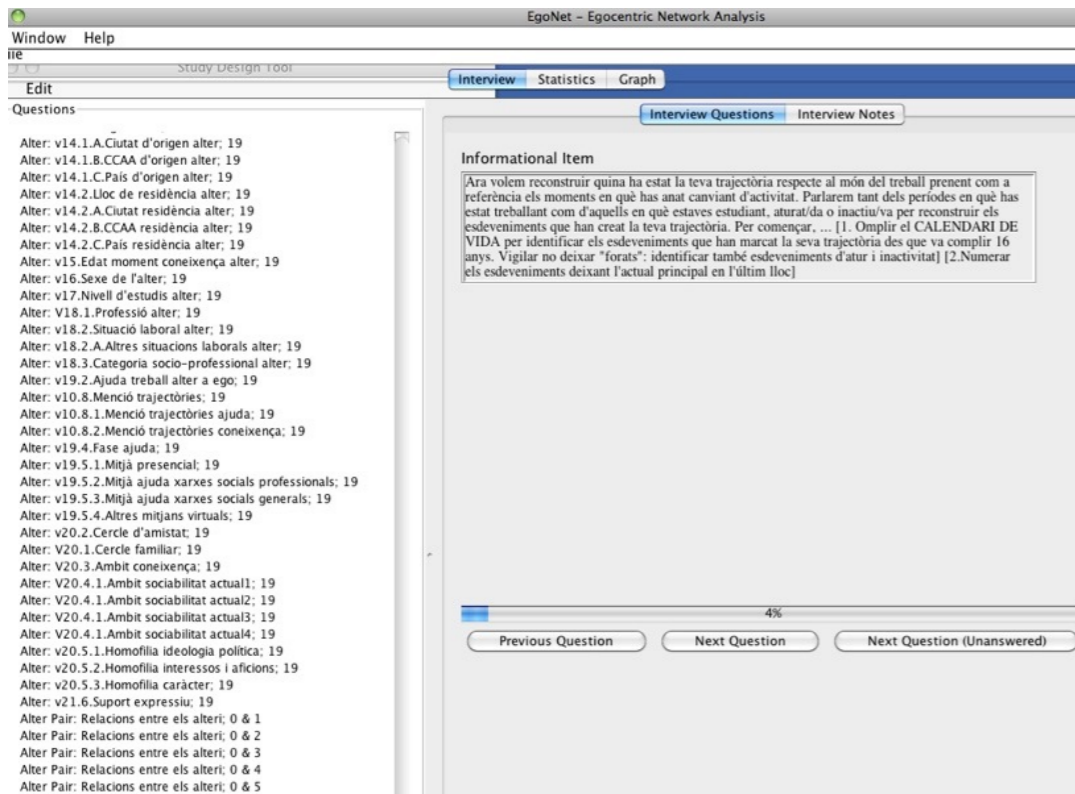
Agency (...) choice actions within structural constraints



...mobilized

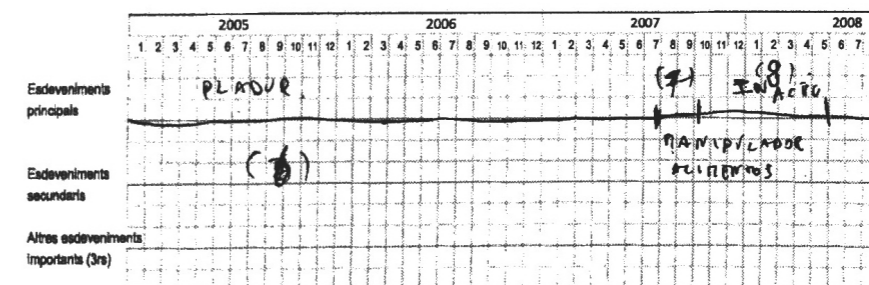
MIXED METHODS

20 alteris by name generator administered by the interviewer



EGONET
QUESTIONNAIRES
(250 young Spanish
adults from 20 to 34;

Short interview. Open-ended questions
on agency along the labor career.



ANALYSIS

Economic capital

- Salary + family's contribution
- Ego - Occupational status/category
- Father - Occupational status/category
- Mother - Occupational status/category
- He/she lives with
- He/she has kids

Cultural capital

- Ego- education
- Father - education
- Mother - education
- Type of job
- Language skills

Social capital

- Structure (Network measures, composition)
- Opportunity (resources)
- Mobilization (Use of contacts)

ANALYSIS

Use of contacts

- **How many** contacts have been mobilized? ...*number of contacts.*
- **Who** have been mobilized? ...*Weak and/or strong ties.*
- **Which resources?** ...*information or influence, social credentials.*
- **Why** those contacts have been mobilized? ...*agency, choice actions*

Subsample: 18 interviews, 10 men and 8 women, 28 to 34 years old, Barcelona

GENDER	ECONOMIC CAPITAL			ECONOMIC CAPITAL			ECONOMIC CAPITAL		
	HIGH			MIDDLE			LOW		
M	CULTURAL CAPITAL high	CULTURAL CAPITAL middle	CULTURAL CAPITAL low	CULTURAL CAPITAL high	CULTURAL CAPITAL middle	CULTURAL CAPITAL low	CULTURAL CAPITAL high	CULTURAL CAPITAL middle	CULTURAL CAPITAL low
W	CULTURAL CAPITAL high	CULTURAL CAPITAL middle	CULTURAL CAPITAL low	CULTURAL CAPITAL high	CULTURAL CAPITAL middle	CULTURAL CAPITAL low	CULTURAL CAPITAL high	CULTURAL CAPITAL middle	CULTURAL CAPITAL low

GROUP	ECONOMIC CAPITAL	CULTURAL CAPITAL	INTERVIEWS	GENDER	
				M	F
1	HIGH	HIGH	2	1	1
2		MIDDLE	2	1	1
3		LOW	0		
4	MIDDLE	HIGH	2	1	1
5		MIDDLE	3	2	1
6		LOW	1		1
7	LOW	HIGH	1		1
8		MIDDLE	2	2	
9		LOW	5	3	2

Name	Age	Gender	Group capitals
A***	33	Dona	1
Jona***	30	Dona	1
N***	29	Home	2
Vic***	32	Dona	2
Car***	30	Home	4
Ta***	31	Dona	4
Q***	29	Home	5
M***	31	Home	5
S**	33	Home	5
Tati***	33	Dona	6
Me***	31	Dona	7
Albe***	29	Dona	8
X***	29	Home	8
Car***	32	Home	9
J***	31	Home	9
Graci***	34	Dona	9
Da***	30	Home	9
Mig***	28	Home	9

High



Low

Summary

Use of contacts



Name	Age	Gender	Group	Mobilized ties	Weak and strong ties	Resources	Agency
A***	33	Woman	1	3	Strong and weak	Information and influence	-
Jona***	30	Man	1	5	Strong	Information and influence	Strategic: Planning a career through contacts
N***	29	Woman	2	5	Strong	Influence	-
Vic***	32	Man	2	8	Strong and weak	Influence	-
Car***	30	Man	4	9	Strong and weak	Influence	-
Ta***	31	Woman	4	9	Strong	Information and influence	-
Q***	29	Man	5	8	Strong and weak	Influence	Scouting: looking for highest status contacts into a labor environment
M***	31	Man	5	10	Strong and weak	Information	Cultural: using best educated contacts
S**	33	Woman	5	15	Strong and weak	Information and influence	-
Tati***	33	Woman	6	8	Strong and weak	Information and influence	-
Me***	31	Woman	7	12	Strong and weak	Information	-
Albe***	29	Man	8	5	Strong	Information and influence	-
X***	29	Man	8	11	Strong and weak	Information	-
Graci***	32	Woman	9	9	Strong	Influence	-
J***	31	Man	9	19	Strong	Information	-
Nu***	31	Woman	9	10	Strong and weak	Influence	-
Da***	30	Man	9	19	Strong and weak	Information	Pragmatic: using all the network resources to get a job.
Mig***	28	Man	9	8	Strong	Information	-

Jona***, 30, M,
Barcelona

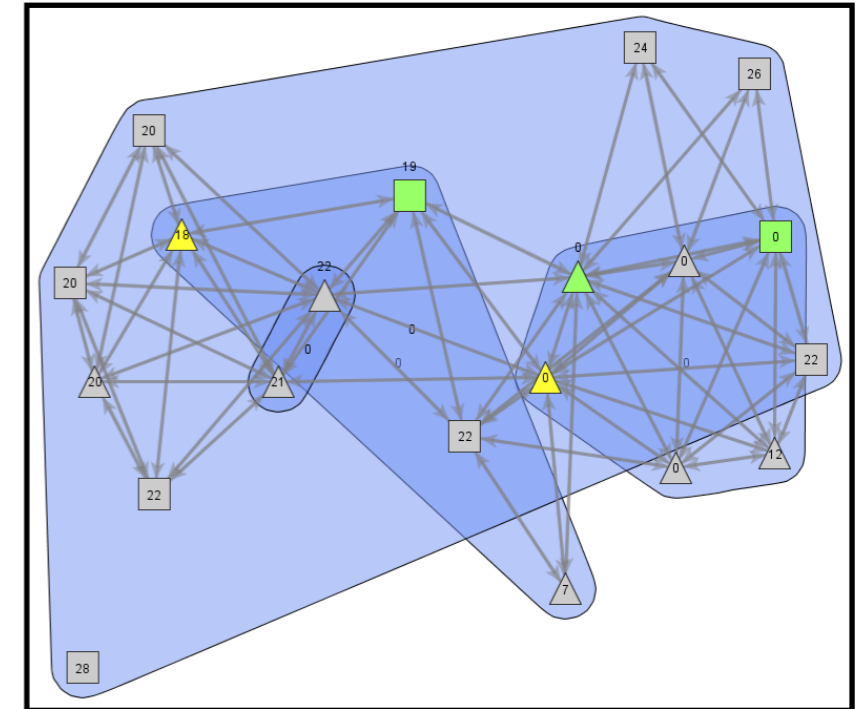
Economic
capital

He/she lives with
alone
He/she has kids
no
Ego - Occupational status/category: Employed/ Professor
Father - Occupational category: Business professional
Mother - Occupational category: Manager (>250 employers)
Salary + family' contribution
[(2400 / 3000)+ (0)]= 2400/3000 Euro

Cultural
capital

Ego
University degree or equivalent
Father
University degree or equivalent
Mother
Upper secondary education
Type of job
Professor
Language skills
Spanish, Català

Use of contacts



Strategic

Planning a career through contacts

“(...)Sabia desde pequeño lo que quería hacer. Siempre he pensado que mi objetivo era ser Profesor. (...)Mi padre fue fundamental, también yo hice muchos contactos en el colegio...si no te conocen no puedes conseguir un trabajo”

Da***, 30, M,
Barcelona

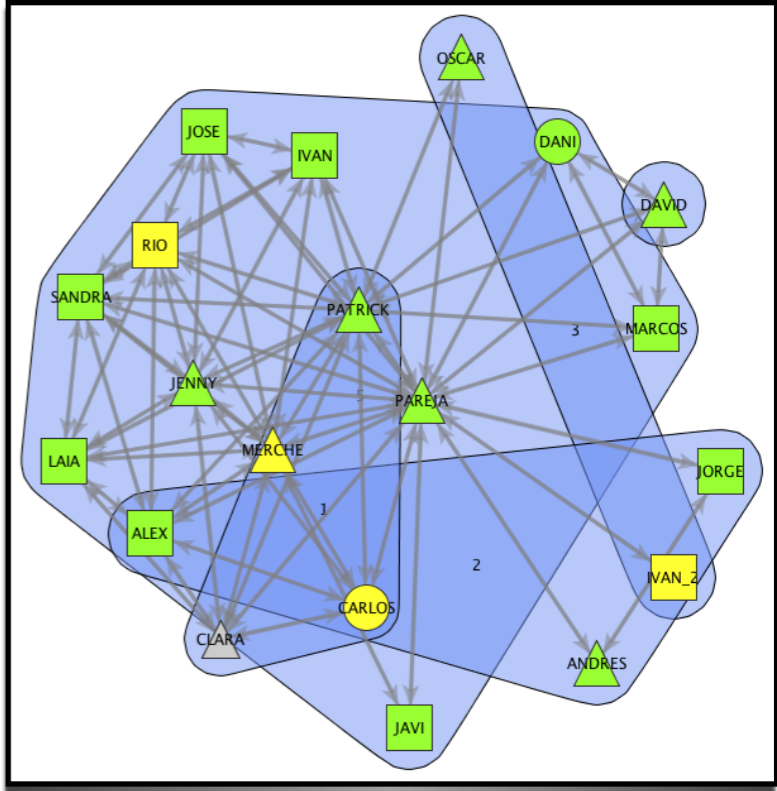
Economic
capital

He/she lives with
his partner
He/she has kids
one
Ego - Occupational status/category:
Unemployed/ low qualified job
Father - Occupational category:
low qualified job
Mother - Occupational category:
low qualified job
Salary + family' contribution
[(0 / 0)+ (0)]= 0 Euro

Cultural
capital

Ego
Obligatory education
Father
no education
Mother
no education
Type of job
Low qualified job
Language skills
Spanish, Català

Use of contacts



Pragmatic

Using all the network resources to
get a job

*(...) Si no te mueves nadie te va a
encontrar trabajo (...)*

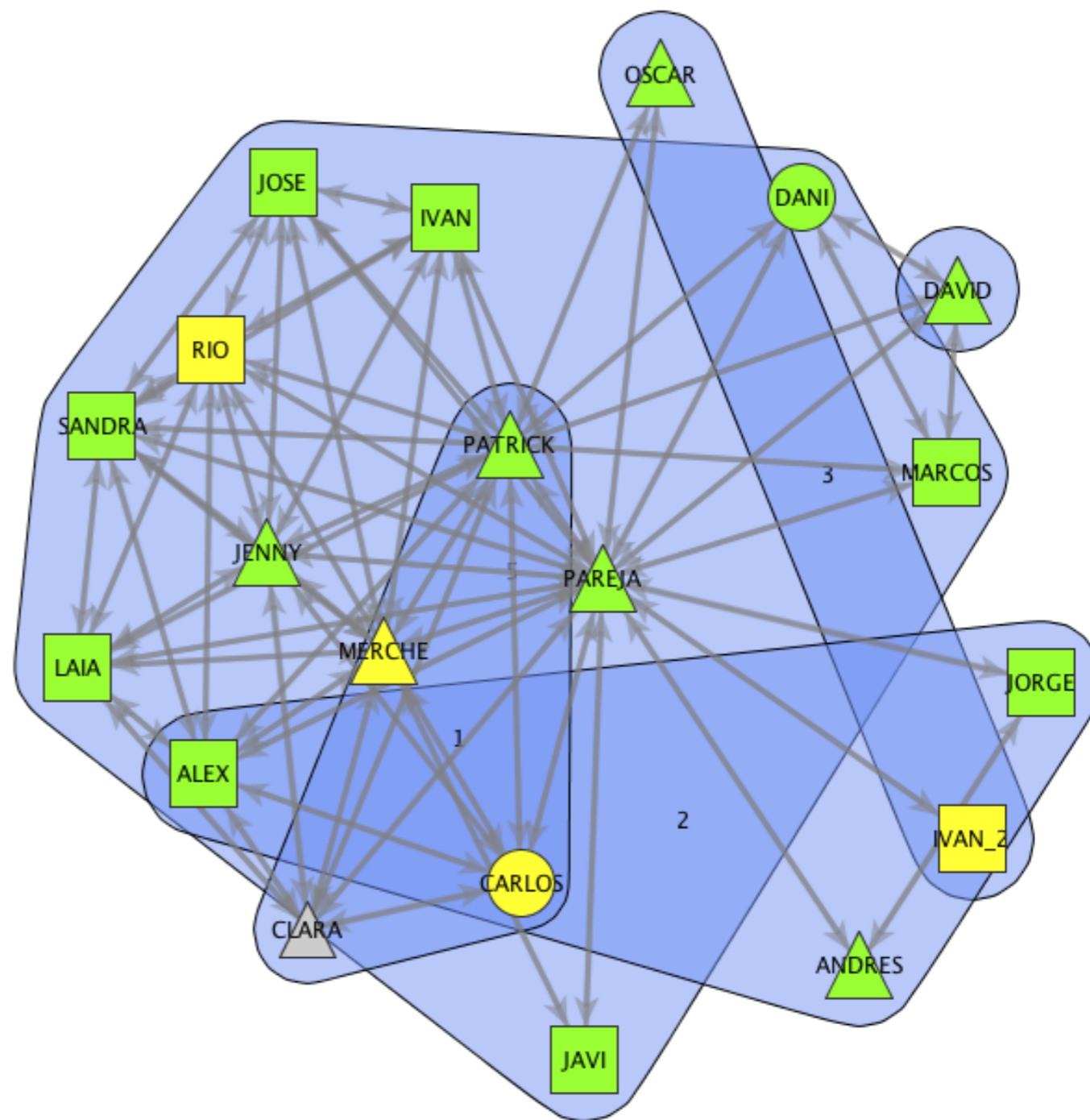
*Voy siempre preguntando...
siempre.*

Network

Measures. With 138 ties network shows a moderate density (36,3%) The average degree is 6, 9. Partner has the highest rate of degree (19).

Homophily. In terms of education and professional category is high. Seventeen contacts count on obligatory education or no education. No one can lean on a University degree. Fourteen contacts have a low qualified job.

Strength of ties. Network is preeminently composed by strong ties; weaker ties are acquaintances, part of the neighbourhood group.



Conclusions

- (i) Considering the crisis, social networks, through families support (**strong ties**), play a key role in reinforcing inequalities in the labor market;
- (ii) **Accessed** and **mobilized** social capital have to be both explored to understand labor market dynamics.
- (iii) **Agency** is salient in the process of mobilizing social capital. Low status individuals seems to use more their contacts than other social groups.

Thanks!
Mattia Vacchiano



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