



The Use of Social Capital in the Labor Market by Descendants and Non-Descendants of Moroccan Migrants in Spain



Lina Bassarsky
PhD candidate, Marie Curie RTN
lbassarsky@em.upcomillas.es

DATA & METHODOLOGY

We use Spanish data from the TIES 2007-2008 survey, which is the centerpiece of a European comparative research project named *The Integration of the European Second Generation* (IMISCOE network). The survey has been carried out in fifteen cities within eight European countries, and applied to both descendants and non descendants of immigrants from Turkey, Ex-Yugoslavia and/or Morocco. The survey focuses on children aged 18-35 years-old of at least one immigrant parent, who were born in the receiving country. In Spain, only the Moroccan descendants are targeted, and the fieldwork—carried out during 2008—covered the cities of Madrid and Barcelona, with a total sample of 1000 respondents. We present preliminary descriptive and multivariate analyses. (1)

INTRODUCTION

1) MOROCCAN IMMIGRATION IN SPAIN

Spain has traditionally been an emigration country and only relatively recently has it become an immigration country. Immigration phenomena spread rapidly in the '90; however Moroccan immigrants have been moving to Spain, Italy and Portugal since the '80 and typically have found employment in farming and construction sectors. Thus, the social origin of the Second Generation can be broadly characterized as lower class. At the present time, Moroccans are the most important national group and the only one that has a significant population of descendants who were born and currently live in the country.

2) LABOR MARKET CHARACTERISTICS OF THE MG2 IN MADRID AND BARCELONA

- ✓ An EARLIER ENTRANCE to the labor market than the CG
- ✓ The female participation rate is lower than the male rate, but the sex gap is bigger among the MG2
- ✓ Higher ACTIVITY and UNEMPLOYMENT rates
- ✓ More frequent PRECARIOUS WORK and JOB INSECURITY in the labor market ENTRANCE
- ✓ Labor market CAREERS stuck on PRECARIOUS WORK
- ✓ SKILLED & UNSKILLED BLUE-COLLAR WORKERS are predominant. Full-time and long working days are common for both groups
- ✓ INACTIVITY is due to studies and, for the MG2 women, also due to the DOMESTIC WORK
- ✓ For both groups, the double condition of WORKING AND STUDYING is infrequent and a feminine issue

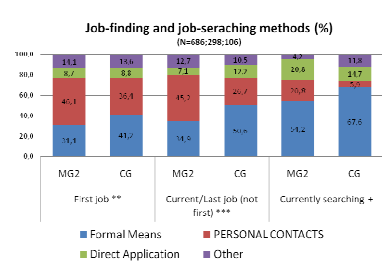
"MG2": Children of Moroccan Immigrants aged 18-35 in Madrid and Barcelona (Second Generation).

"CG": Non-Descendants of Migrants aged 18-35 in Madrid and Barcelona sampled in the same neighborhoods that MG2 (Comparison Group).

GLOSSARY Social Capital: Valuable resources embedded in a person's social network that generates (labor market) returns to him/her. It is here restricted to close relationships' resources.

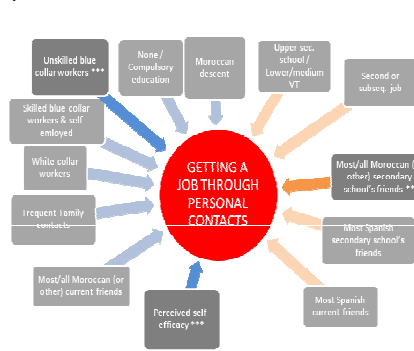
THE "RETURNS" OF SOCIAL CAPITAL (1): WHO DOES FIND A JOB BY NETWORKING?

1) DESCRIPTIVE ANALYSIS



Note: Significance of the Chi-squared test on the observed differences: *** <0.01; ** <0.05; + N/A

2) LOGIT ANALYSIS OF WHO USED PERSONAL CONTACTS FOR GETTING THE CURRENT JOB



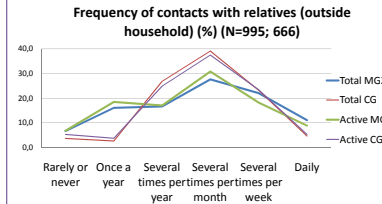
Notes:
 ● Positive effects ● Negative effects
 Ref.: A member of the CG, with upper VT or tertiary education, who obtained a first job as a professional/executive, whose friends are all Spanish and has infrequent contact with his/her relatives. Significance of the coefficients: *** <0.01; ** <0.05; + <0.1; N=384; of a balanced sample. Model fit: Percent correct: 64.7%; Nagelkerke's R² = 0.142

- SUBJECTIVE VARIABLES seem to have an important role in the job-searching behavior → let's introduce others!
- The QUALITY of the resources contacts provide may be more important than the QUANTITY of contacts
- The survey's emphasis on close relationships and ethnic networks may represent a bias (the "homophily" effect)
- Other variables as sex, number of previous jobs, social origin and economic sector have shown no effect
- Future efforts should be concentrated in improving the control for correlation effects between predictors & increasing the model fit & the assessment of potential spurious effects of social capital (UNDER DEBATE!!).

Personal contacts: The respondent originally knows someone from whom he has found out about the job, or who recommended him to someone who then contacted him. → INDICATOR: "Through a friend or colleague" or "Through family relations".
Formal means: The job-seeker uses the service of an impersonal intermediary, between himself and the prospective employers. → INDICATOR: "Application on advertising", "Through subsidized job scheme", "Through private job agency", "Through public job agency", "Through internet".
Direct application: The job-seeker goes or writes directly to a firm. → INDICATOR: "Application on own initiative".
Other: "Did my apprenticeship there", "I worked there as a student or intern" or other.
Advantaged positions: Executives, professionals & white collar workers (categories 1 & 2 of the Erikson-Goldthorpe-Portocarero-EGP-5 categories schema)

THE "PRODUCTION" OF SOCIAL CAPITAL. CHARACTERISTICS OF CLOSE TIES

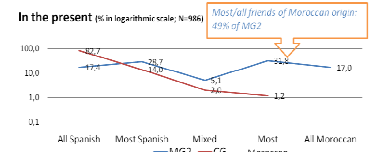
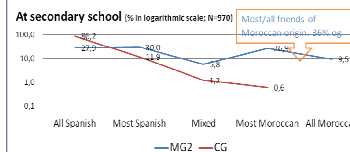
• FREQUENCY OF CONTACTS WITH RELATIVES (proxy of network "investment")



Both groups have contact with their RELATIVES several times per year or more. Nevertheless, 23% of MG2 meet those relatives only once a year or less (VS 6% of the CG). Economically active people seem to have less contact with their relatives.

("Birds of a feather flock together")

• MIGRATORY BACKGROUND OF THREE BEST FRIENDS (proxy of the "peer effect")



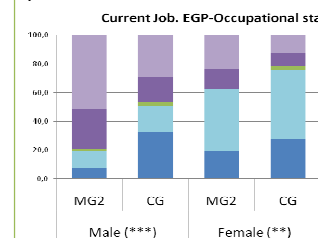
A "Flying Gull": The MG2 have more friends with a migratory background.

A "Falling Gull": The Comparison Group has more friends without a migratory background.

From secondary school to the present time, the MG2's networks have become more "ethnically oriented".

THE "RETURNS" OF SOCIAL CAPITAL (2): DO THE SOCIAL CAPITAL LEAD TO ADVANTAGED POSITIONS IN L-M?

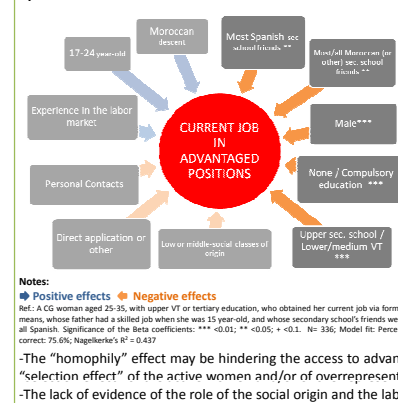
1) DESCRIPTIVE ANALYSIS



The Comparison Group and the Females have more access to advantaged position (categories 1&2)

Note: Significance of the Chi-squared test on the observed differences: *** <0.01; ** <0.05

2) LOGIT ANALYSIS OF WHO ACHIEVED ADVANTAGED POSITIONS IN HIS/HER THE CURRENT JOB



Results:
 Having attained advantaged position in the current job is significantly related to:
 ✓ Higher educational level
 ✓ Female
 ✓ All Spanish secondary school's friends

✗ The age, the experience in the labor market, the immigration background do not make the difference
 ✗ The social class of origin & the job-finding method have no significant effect

Remarks:
 -In line with the literature, the use of personal contacts provides no relative advantage to attain better positions
 -The "homophily" effect may be hindering the access to advantaged positions. The female advantage may be due to a "selection effect" of the active women and/or of overrepresented men workers in low-skilled occupations.
 -The lack of evidence of the role of the social origin and the labor market experience needs to be clarified.

CONCLUSIONS

- Common bi & trivariate descriptive analyses show a significant association between the "ethnic" background of the respondents and the dependant variables: the use of different job-searching methods and the status attained in the labor market. Nevertheless, THE "ETHNIC" BACKGROUND LOSES ITS EXPLANATORY POWER in the multivariate analysis.
- EARLY CONTACTS (close friends at secondary school) seem to be associated with both dependant variables, suggesting that the accumulation of resources may be a significant process.
- Variables not usually considered in the social stratification literature (such as perceptions and attitudes) will be welcome in future analyses.
- Do our results nourish the debate on "Social capital VS Human capital"? Are other methods such as Structural Equations Models (SEM) more accurate for our goals? (To be continued...)

BIBLIOGRAPHY

• Bosman, E., P. De Graaf, et al. (1991). "The impact of social and human capital on the income attainment of Dutch managers." *Social Networks* (13): 51-73.
 • Eriksson, B. (2006 [2001]). Good Networks and Good Jobs: The Value of Social Capital to Employers and Employees. *Social Capital: Theory and Research*. N. Lin, K. Cook and R. S. Burt. New Jersey, Transaction Publishers: 127-158.
 • Flap, H. and E. Boxman (2006 [2001]). Getting Started: The Influence of Social Capital on the Start of the Occupational Career. *Social Capital: Theory and Research*. N. Lin, K. Cook and R. S. Burt. New Jersey, Transaction Publishers: 159-184.
 • Heath, A. F. and D. McMahon, Eds. (2000). Ethnic Differences in the Labour Market: The Role of Education and Social Class Origins. Sociology Working Papers.
 • Granovetter, M. (1995 [1974]). *Getting a Job*. Chicago, University of Chicago Press.
 • Jun, N. and B. Erickson, Eds. (2008). Social capital: an international research program Oxford, Oxford University Press.
 • Mouw, T. (2008). "Estimating the Casual Effect of Social Capital: A Review of Recent Research." *Annual Review of Sociology* 32: 79-102.
 • Moux, T. (2003). "Social Capital and Finding a Job: Do Contacts Matter?" *American Sociological Review* 68(6): 868-898.
 • Rosenbaum, J. E., S. De Luca, et al. (1999). "Pathways into Work: Short- and Long-Term Effects of Personal and Institutional Ties." *Sociology of Education* 72(3): 179-196.

(1) The TIES survey was carried out by survey bureaus under supervision of the nine national TIES partner institutes: Netherlands Interdisciplinary Demographic Institute (INDI), Institute for Migration and Ethnic Studies (IMES), University of Amsterdam in the Netherlands, the Institute for Social and Political Opinion Research (ISPO), University of Leuven in Belgium; the National Institute for Demographic Studies (INED) in France; the Swiss Forum for Migration and Population Studies (SFML, University of Neuchâtel in Switzerland); the Centre for Research in International Migration (CEIR), University of Stockholm in Sweden; the Institute for Migration Research and Inter-cultural Studies (IMIS), University of Göttingen in Germany, the Institute for the Study of Migration (ISM), Pontificia Comillas University of Madrid in Spain, and the Institute for European Integration Research (EIF), Austrian Academy of Sciences in Austria. The Spanish data belong to the following research projects: "The integration of the children of Moroccan immigrants (second generation) in Madrid and Barcelona" funded by the Ministry of Education and Science (National Plan de I+D+I, 56/2005 – 06400) and "The Integration of the European Second Generation (TIES). A research Project in fifteen cities in eight countries" funded by the same Ministry within the framework of the European Science Foundation (56/2005 – 25692 – 4). Both projects were carried out by the IEM, and coordinated by Rosa Aparicio Gomez as senior researcher.