REDES Project

Personal Network Analysis in Bogota's Labor Market

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Objectives

1. Why social and personal networks matter in labor markets

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2. Social Network Analysis (SNA) vs. Personal Network Analysis (PNA)

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6. Redes Project: A Mixed Method Approach

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6. Redes Project: A Mixed Method Approach

7. Redes Project: Preliminary results

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3. Their effects on social behaviors and individual outcomes (socioeconomics)

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▸ Servicio Nacional del Empleo

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- Informal entrepreneurs who have family members involved in the same activity perform better (Pasquier-Doumer 2013)

Social networks as a necessity and/or constraint

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- Those using contacts earned less and have worse jobs than those using formal ways (Marsden and Gorman 2001; Bentolila *et al.* 2010; Mano *et al.* 2011)
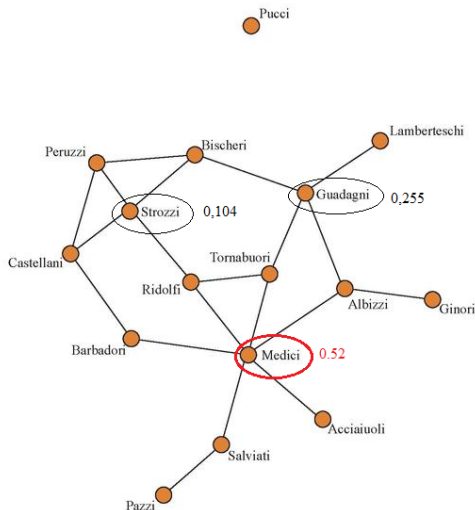
Social networks as a necessity and/or constraint

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- The use of ties to get a job decreases strongly the quality of employment of vulnerable workers. The use of friends, familiar and relatives also decreases job quality for protected workers, but very slowly (Deguilhem *et al.* 2017)

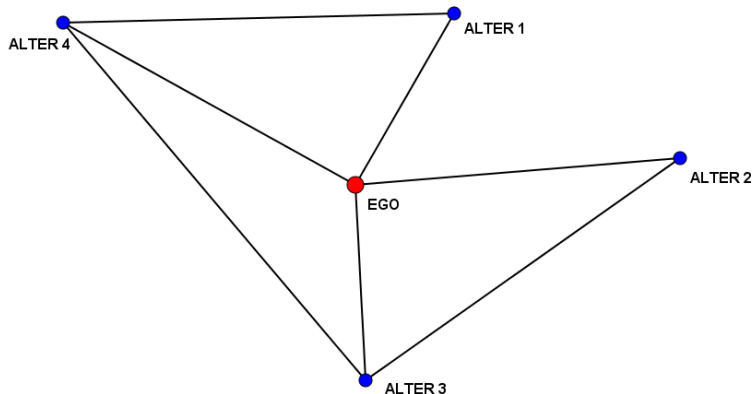# Social networks as a necessity and/or constraint

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- Redistributive pressure associated with strong ties (forced solidarity) (Grimm *et al.* 2013) and risk of overembeddedness (Berrou and Combarnous 2012; Nordman 2016)
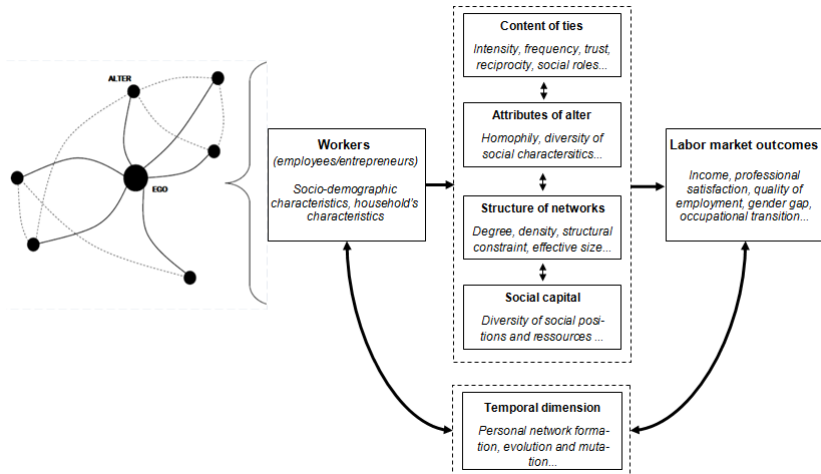
Structural approach: Social Network Analysis

Padgett and Ansell (1993) on Kent data (1978)

Egocentric approach: Personal Network Analysis

Personal network visualization and characterization

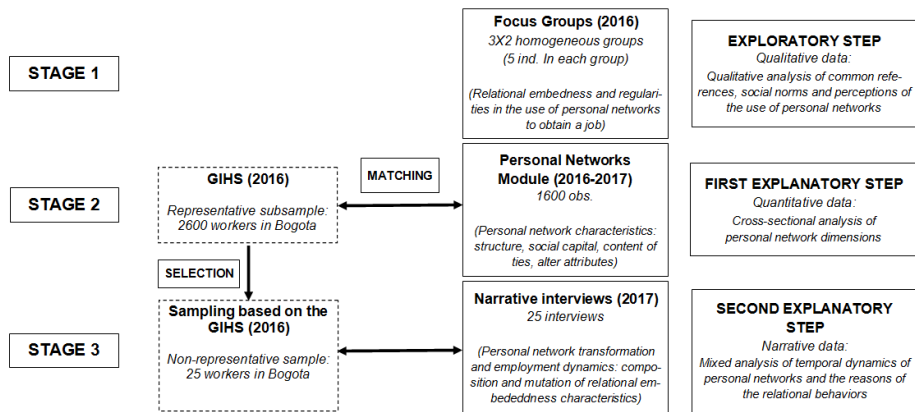*Personal network dimensions*

Mixed methods to collect network data

Specific methods to collect network data (Crosseley *et al.* 2015):

1. **Name Generator** → Name of each alter in the personal network of ego `▸ Example`
2. **Name Interpreters** → Characterize the content of ties and the alter attributes `▸ Example`
3. **Relational Matrix** → Network structure `▸ Example`
4. **Position Generator** → Accessed resources and social prestige of potential contacts `▸ Example`
5. **Qualitative approach** (life stories, focus groups, semi–structured interviews, observations...) → temporal dimension
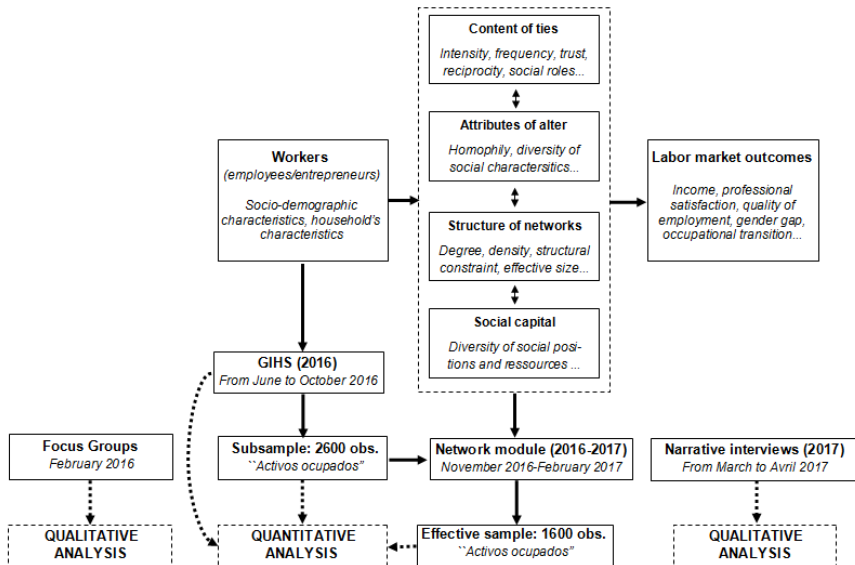6. **Longitudinal data**

REDES project

- General objective

  - Analyze the impact of personal networks in Bogota's labor market

- Scientific cooperation program, 2015–2018 (ECOS–Colciencias)

  - University of Los Andes (CEDE)
  - University of Bordeaux (GREThA)

- REDES survey and REDES data, 2016–2017

  - Contract with the DANE (▸ DANE 1) (▸ DANE 2) (▸ DANE 3)

- International scientific collaboration, from 2017

  - University of Los Andes (Faculty of Administration)
  - Sciences Po Bordeaux (LAM)
  - University of Bordeaux (GREThA)
  - University of Los Andes (Faculty of Economics)
  - University of Los Andes (Faculty of Social Sciences)

Methodological issue: Original mixed method

REDES project

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Why social networks matter in Bogota's labor market

64.89%

Other
Social network

How did you find your job?
GEIH 2013: 5,846 obs.

Why social networks matter in Bogota's labor market

How did you find your job?
`GEIH 2016:  7,564 obs.`

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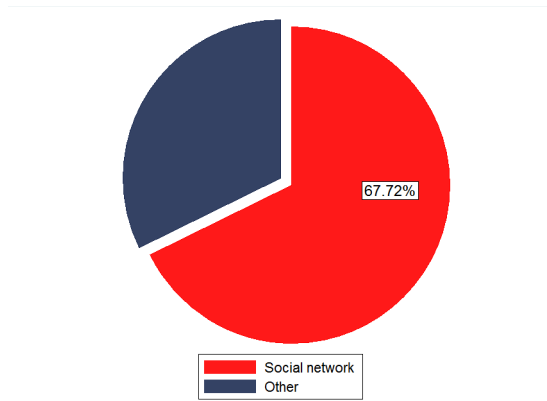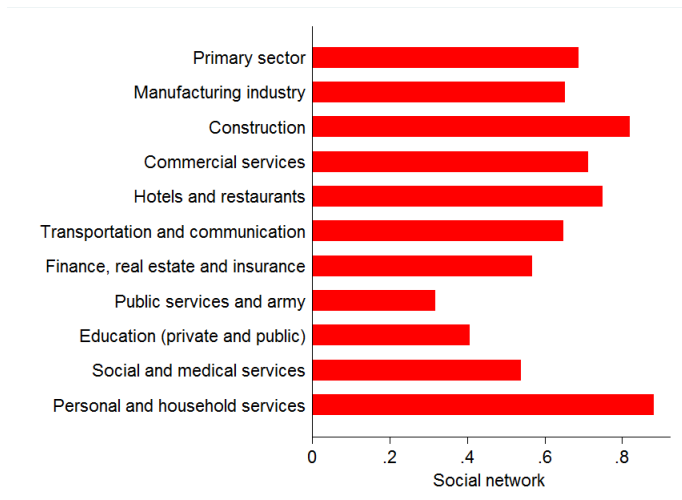*How did you find your job?*
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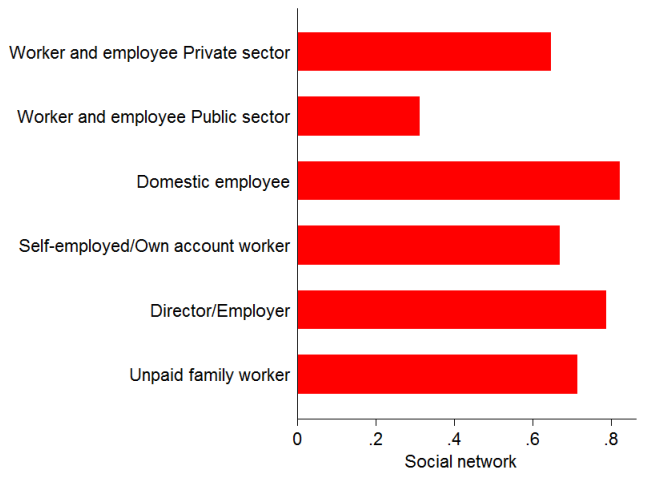GEIH 2013: 5,846 obs.

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Qualitative results (first step)

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Qualitative results (first step)

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1. Use of weak and professional ties $\rightarrow$ income and satisfaction increase and job search time decreases (new resources, low asymmetric informations...)

2. High diversity of alter attributes $\rightarrow$ income and satisfaction increase and job search time decreases (social environment diversification, and linking of several social circles)

3. However, weak, professional and heterophilic ties also generate over-loyalty and over-subordination effects

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Dark side of personal ties: the profile of necessity networks

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Dark side of personal ties: the profile of necessity networks

1. Strong and family ties $\rightarrow$ income and satisfaction decrease and job search time increases (problem of redundancy of information)

2. Low diversity of alter attributes $\rightarrow$ income and satisfaction decrease and job search time increases (confinement on the social environment of origin, network of constraint)

Preliminary results: structural analysis (second step)

Note: E-Net software, Borgatti (2006).
Source: Authors.

High density
($Ego05$ Density=0.489)
GEIH–REDES, 2016–2017

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Source: Authors.

Low density
($Ego14$ Density=0.107)
GEIH–REDES, 2016–2017

Preliminary results: structural analysis (second step)

	GEIH–REDES sample						
Variable	Total sample	Man	Woman	Strata 1	Strata 2	Strata 3	Strata 4[‡]
Degree	2.69	2.71	2.68	2.31	2.64	2.73	2.97
sd	(0.95)	(0.99)	(0.91)	(0.60)	(0.91)	(0.95)	(1.30)
Density	1.05	1.05	1.05	1.20	1.10	1.04	0.73
sd	(0.71)	(0.71)	(0.71)	(0.81)	(0.66)	(0.72)	(0.67)
Effective size	1.58	1.60	1.57	1.44	1.47	1.62	2.01
sd	(0.78)	(0.80)	(0.77)	(0.64)	(0.69)	(0.80)	(1.05)
Efficiency	0.60	0.60	0.60	0.62	0.57	0.61	0.69
sd	(0.23)	(0.23)	(0.23)	(0.22)	(0.21)	(0.24)	(0.24)
Constraint	1.07	1.07	1.07	1.19	1.12	1.05	0.87
sd	(0.42)	(0.42)	(0.42)	(0.46)	(0.39)	(0.42)	(0.41)
Obs.	587	289	298	29	194	334	30

Note: Only Ego with more than 1 alter. [‡]Strata 4, 5 and 6.
Source: Authors.

Structural measures
GEIH–REDES, 2016–2017

Preliminary results: content of ties (second step)

Variable	Total sample	Man	Woman	Strata 1	Strata 2	Strata 3	Strata 4[‡]
GEIH–REDES sample							
Family	37.77	35.52	39.91	36.98	41.64	36.34	25.94
sd	(43.82)	(43.25)	(44.28)	(44.50)	(44.63)	(43.45)	(36.85)
Friend	48.47	51.89	45.23	51.74	44.60	49.62	59.12
sd	(44.52)	(44.47)	(44.36)	(45.98)	(44.62)	(44.32)	(41.32)
Working	6.99	6.36	7.58	2.60	6.75	7.79	7.16
sd	(22.88)	(22.00)	(23.68)	(15.17)	(23.34)	(23.73)	(19.49)
Social group	2.61	2.05	3.15	2.08	1.96	2.99	4.08
sd	(14.29)	(12.05)	(16.12)	(10.04)	(13.00)	(15.40)	(16.40)
Relational chain	4.15	4.19	4.12	6.60	5.05	3.25	3.70
sd	(17.25)	(17.91)	(16.61)	(23.38)	(19.04)	(15.08)	(13.19)
Emotional res.	65.06	62.53	67.46	53.30	65.27	67.17	58.63
sd	(43.68)	(44.10)	(43.19)	(46.16)	(44.08)	(42.93)	(41.57)
Immediat res.	47.50	48.37	46.67	37.76	48.11	48.05	54.87
sd	(44.34)	(44.50)	(44.21)	(45.55)	(45.15)	(43.85)	(39.83)
Indirect res.	73.86	75.83	71.98	67.19	73.21	75.68	68.22
sd	(39.59)	(38.33)	(40.69)	(44.69)	(40.32)	(38.14)	(40.79)
Information	94.24	93.88	94.57	97.31	94.30	93.63	95.69
sd	(19.66)	(20.28)	(19.06)	(12.99)	(19.76)	(20.63)	(16.11)
Obs.	1171	570	601	96	395	634	46

Note: [‡]Strata 4, 5 and 6.
Source: Authors.

Content of ties
GEIH–REDES, 2016–2017

Preliminary results: content of ties (second step)

	GEIH–REDES sample						
Variable	Total sample	Man	Woman	Strata 1	Strata 2	Strata 3	Strata 4[‡]
High frequency	67.01	66.10	67.87	71.09	67.70	65.84	68.68
sd	(41.54)	(40.73)	(42.31)	(41.83)	(41.93)	(41.60)	(36.96)
High trust	46.25	42.02	50.27	38.80	49.13	45.60	46.00
sd	(44.00)	(43.43)	(44.20)	(44.32)	(44.54)	(43.62)	(43.02)
Low trust	30.87	34.28	27.64	39.93	27.53	31.62	30.44
sd	(39.94)	(41.28)	(38.38)	(44.56)	(39.18)	(39.63)	(38.16)
High reciprocity	45.43	41.04	49.59	39.67	48.58	44.22	47.09
sd	(43.76)	(43.03)	(44.08)	(44.57)	(44.12)	(43.58)	(40.68)
Low reciprocity	31.40	34.89	28.08	39.15	27.85	32.27	33.70
sd	(40.24)	(41.36)	(38.88)	(44.44)	(38.90)	(40.38)	(38.52)
Geographic prox.	17.96	17.32	18.57	14.84	19.96	17.75	10.11
sd	(34.85)	(34.18)	(35.49)	(34.71)	(36.88)	(34.03)	(26.88)
Neighborhood	22.75	23.98	21.59	32.21	25.51	20.65	8.33
sd	(36.96)	(37.62)	(36.32)	(43.39)	(38.56)	(35.33)	(20.85)
City	52.61	50.79	54.34	50.52	48.91	54.15	67.64
sd	(44.33)	(44.09)	(44.53)	(46.85)	(44.68)	(43.98)	(37.26)
Obs.	1171	570	601	96	395	634	46

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Source: Authors.

Content of ties
GEIH–REDES, 2016–2017

Preliminary results: alter attributes (second step)

Variable	Total sample	Man	Woman	Strata 1	Strata 2	Strata 3	Strata 4[‡]
			GEIH–REDES sample				
Same gender	69.26	74.27	64.51	78.82	68.73	68.84	59.67
sd	(39.12)	(36.66)	(40.78)	(38.50)	(40.36)	(38.26)	(38.93)
Gender EI	-0.38	-0.48	-0.29	-0.58	-0.37	-0.38	-0.19
sd	(0.78)	(0.73)	(0.81)	(0.77)	(0.80)	(0.76)	(0.78)
Same income	29.35	31.47	27.34	39.58	31.63	27.57	13.01
sd	(40.40)	(41.55)	(39.20)	(46.07)	(41.16)	(39.30)	(28.47)
Income EI	0.41	0.37	0.45	0.21	0.37	0.45	0.74
sd	(0.81)	(0.83)	(0.78)	(0.92)	(0.82)	(0.79)	(0.57)
Same edu.	44.39	42.84	45.87	33.42	40.56	46.22	75.00
sd	(45.13)	(45.04)	(45.19)	(44.43)	(44.50)	(45.17)	(36.64)
Education EI	0.11	0.14	0.08	0.33	0.19	0.08	-0.50
sd	(0.90)	(0.90)	(0.90)	(0.89)	(0.89)	(0.90)	(0.73)
Age $Euc.\ Dist.$	218.86	228.91	209.32	195.96	210.77	231.65	159.78
sd	(303.16)	(307.51)	(298.91)	(280.52)	(288.59)	(231.65)	(242.63)
Age	38.56	38.07	39.03	38.13	37.84	39.11	37.94
sd	(11.01)	(10.74)	(11.25)	(11.64)	(10.81)	(11.16)	(8.96)
Obs.	1171	570	601	96	395	634	46

Note: [‡]Strata 4, 5 and 6.
Source: Authors.

Alter characteristics and homophily
GEIH–REDES, 2016–2017
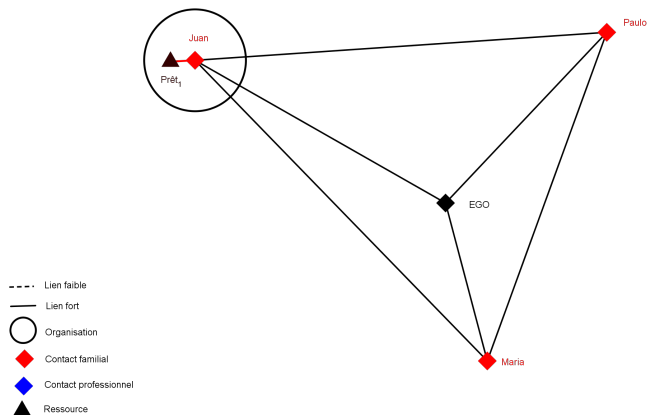
Preliminary results: social capital (second step)

Variable	GEIH–REDES sample						
	Total sample	Man	Woman	Strata 1	Strata 2	Strat 3	Strata 4[‡]
Highest accessed prest	80.59	80.17	80.96	71.31	78.71	82.29	94.33
sd	(19.48)	(19.47)	(19.49)	(19.34)	(19.55)	(19.16)	(10.25)
Range	59.39	59.63	59.18	51.21	57.53	61.21	68.91
sd	(21.13)	(20.91)	(21.34)	(20.37)	(21.53)	(20.58)	(19.66)
Number of positions	10.17	10.66	9.73	9.96	9.52	10.53	11.5
sd	(4.87)	(4.95)	(4.75)	(4.24)	(4.81)	(4.95)	(4.77)
Average accessed prest	47.22	46.28	48.05	41.24	45.90	48.14	59.40
sd	(11.17)	(10.90)	(11.38)	(8.30)	(10.56)	(11.21)	(10.50)
Total accessed prest	488.14	503.47	474.42	425.97	444.13	514.95	653.81
sd	(261.22)	(267.41)	(254.92)	(225.76)	(251.74)	(265.73)	(237.55)
Max Obs.	1601	749	839	132	558	851	60

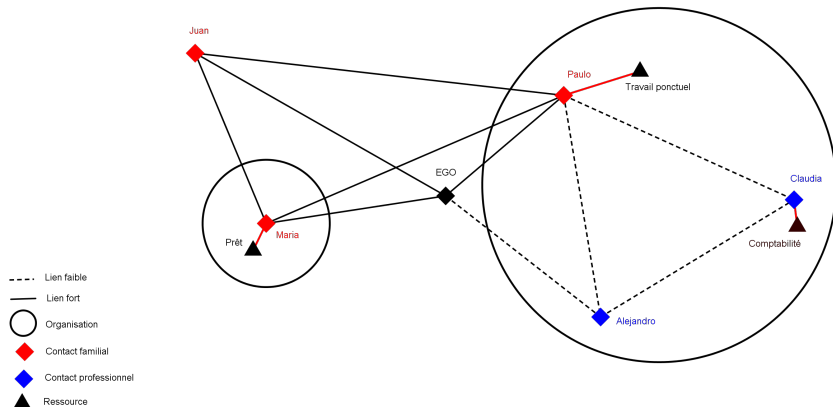*Note:* [‡]Strata 4, 5 and 6.
Source: Authors.

Accessed social capital
GEIH–REDES, 2016–2017

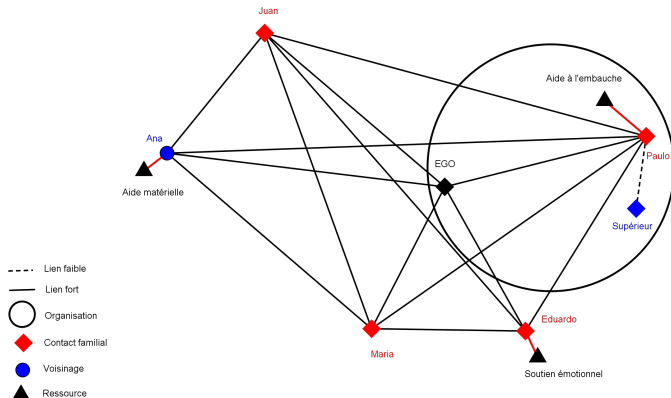# Preliminary results: temporal dimension of personal networks (third step)

Stage 1: relational embeddedness of insertion in the labor market
Narrative data, REDES, 2017

Preliminary results: temporal dimension of personal networks (third step)

Stage 2: network dynamics and business development
Narrative data, REDES, 2017

Preliminary results: temporal dimension of personal networks (third step)

Stage 3: personal crisis and network recomposition
Narrative data, REDES, 2017

Future research directions

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- Social network dimensions and employment transition in Bogota's labor market
- Typology of personal networks in Colombian labor market

Thank you for your attention

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LEY No. 1636   **1 8 JUN 2013**

"POR MEDIO DE LA CUAL SE CREA EL MECANISMO DE
PROTECCIÓN AL CESANTE EN COLOMBIA"

EL CONGRESO DE COLOMBIA

DECRETA

CAPÍTULO I

Objeto y creación del Mecanismo de Protección al Cesante

Artículo 1°. *Objeto.* La presente ley tiene por objeto crear un
Mecanismo de Protección al Cesante, cuya finalidad será la articulación
y ejecución de un sistema integral de políticas activas y pasivas de
mitigación de los efectos del desempleo que enfrentan los trabajadores;
al tiempo que facilitar la reinserción de la población cesante en el
mercado laboral en condiciones de dignidad, mejoramiento de la calidad
de vida, permanencia y formalización.

REPÚBLICA DE COLOMBIA

MINISTERIO DEL TRABAJO

DECRETO NÚMERO   2521   DE 2013

15 NOV 2013

Por el cual se establece la estructura de la Unidad Administrativa Especial del Servicio
Público de Empleo y se dictan otras disposiciones

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1 ¿Cuáles son los nombres (sin apellido) de las personas que le ayudaron o intentaron ayudar a buscar su empleo o trabajo actual durante los doce meses anteriores a conseguirlo?

Nro. de Orden   **# de personas: P1741**

1 _____ **P1741S1**
Nombre

2 _____ **P1741S2**
Nombre

3 _____ **P1741S3**
Nombre

4 _____ **P1741S4**
Nombre

5 _____ **P1741S5**
Nombre

6 _____ **P1741S6**
Nombre

7 _____ **P1741S7**
Nombre

8 _____ **P1741S8**
Nombre

9 _____ **P1741S9**
Nombre

10 _____ **P1741S10**
Nombre

Piense en las personas que intentaron ayudarle. Por ejemplo, dándole información sobre empleos potenciales, presentándole a otras personas, etc. No es necesario que el trabajo que consiguió haya sido a través de esta persona. Incluya también personas que le intentaron ayudar sin que usted estuviera buscando trabajo.

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D. INFORMACIÓN DE LA RED (Para todas las personas registradas en el capítulo C)

¿Cuál es el sexo de … ? **P6020**	**1**	Hombre [1] Mujer [2]
¿Aproximadamente cuántos años tiene … ? **P5415**	**2**	[ ] Años
¿Cuál es el nivel educativo más alto alcanzado por …. y el último año o grado aprobado en este nivel? **Nivel educativo: P6210** **Último nivel alcanzado: P6210S1**	**3**	a. Ninguno [1][0] b. Preescolar [2][0] c. Básica primaria (1o – 5o) [3][0] d. Básica secundaria (6o – 9o) [4][0] e. Media (10o – 13o) [5][1] f. Superior o universitaria [6][ ] g. No sabe, no informa [9][9]
¿… tiene ingresos mayores, menores o aproximadamente iguales a los suyos? **P1724**	**4**	a. Mayores [1] b. Menores [2] c. Iguales [3]

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Antes de que le
ayudaran en su búsqueda de empleo
¿Algunos de estos contactos se conocían entre sí?

Para cada posible combinación. Por ejemplo:

- La persona 2 con la persona 1
- La persona 3 con la persona 1
- Etc.

Marque si estas dos personas:
- 1 = Se conocían muy bien
- 2 = Se conocían
- 3 = No se conocían
- 4 = No sabe / No responde

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	1	2	3	4	5	6	7	8	9	10
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										

 # de persona respecto a quien se pregunta: P1733S1
Qúe tanto se conocen: P1733S2

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P1723

Para cada una de las siguientes ocupaciones, indique si conoce personas que la desempeñen.

No incluya personas que conoció desde que tiene su nuevo empleo o trabajo.

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		Familiar	Amigo	Conocido	Nadie	
a.	Abogado	1	2	3	4	P1723S1
b.	Académico / Profesor universitario	1	2	3	4	P1723S2
c.	Albañil / Obrero de construcción	1	2	3	4	P1723S3
d.	Campesino / Jornalero agropecuario	1	2	3	4	P1723S4
e.	Capataz / Pequeño productor agropecuario	1	2	3	4	P1723S5
f.	Concejal, diputado, alcalde	1	2	3	4	P1723S6
g.	Conductor de bus, camión, taxi, etc.	1	2	3	4	P1723S7
h.	Contador	1	2	3	4	P1723S8
i.	Ingeniero	1	2	3	4	P1723S9
j.	Mecánico	1	2	3	4	P1723S10
k.	Médico	1	2	3	4	P1723S11
l.	Mesero	1	2	3	4	P1723S12

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