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**Labor integration processes and Job embeddedness of young people and the role of social factors in the current Greek economic crisis.**

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**Abstract**

In this paper, we attempted to reveal the trends and behavior profiles of young people, as regards the paths of their employment integration and Job embeddedness in today's labor market in Greece. The study was based on a primary survey conducted in Greece in the period 2012-15 by the Lab of Social and Cultural Digital Documentation in the Framework of In4Youth Research programme with a sample of 1952 people aged from 15 to 34 years old. The statistical analysis included multidimensional factor analysis methods such as Multiple Correspondence Analysis, in order to uncover complex relations among Job embeddedness, job satisfaction and organizational commitment social capital, social support and traditional stances and values. Interesting patterns were found regarding the influence of Greek society on the paths of young people to employment. Unemployment and situations of unwillingness to pursue work embeddedness are often related with strong dependencies from the family and high degree of support reception, while stable employment status is associated with strong social capital but moderate support from the family. The flexibility of contemporary labor activity as regards time, space and contractual forms is questioning work position security and predictability.

**1. Job embeddedness and Social Capital**

This submission presents the conclusions of the In4Youth Research, which was carried out between 2012 and early 2015 and studied the processes of social and job integration for Greek youths, between 15 and 34 years old, during the period of economic crisis. The targets of the presentation focus on: a) studying the impact of the social capital on their social and job integration and b) identifying the factors improving the conditions for work position security.

This submission opts for adopting an interpretative framework, including in its research tools variables assessing the factors, both inside as well as outside the employment areas, which affect the job integration and embeddedness for youths.

As far as the first target is concerned, literature proves that the social capital (SC) is defined as the networking created by the acting individuals based on values, standard norms (rules) and perceptions, which facilitate cooperation both within and outside the group (between groups). In fact, its contribution is studied in terms of its potential impact on the fields of the market and the labour market, attributing special value to researches relevant to job integration and embeddedness (This is the definition provided by Cote & Healy 2001 and adopted by ONS -Office for National Statistics- in a text by Keith Brook on studying the impact of the social capital on the United Kingdom labour market). Specifically, Granovetter, in his work "Getting a job" makes assumptions for research in terms of how people find employment and the potential impact of their social contacts on this process. Based on a summary of their main ideas, several employees undertake positions in the market not only through the official communication channels with employers and/or headhunters, but also through the contacts developed as part of their social relations. In fact, their use may contribute to the collection of fuller information –in terms of the number of available jobs and their characteristics– particularly when this arises from acting individuals interconnected with weak ties (Franzen & Hangartner, 2006). Namely, they ascertain the impact of the social capital in terms of both structure (size, density, variety) and dynamics (quality) of the ties developed within the networks.

During one relative research we carried out in the recent past on the status of the modern Greek youths (Chtouris, Zissi et.al.2006), we studied their organization methods as regards main sectors of the Greek youths' life. According to the empirical findings of the research, youths in the Greece develop, to a large degree, their social capital mainly based on the framework of the nuclear family of their origin, which is also the framework in which the most important processes of social integration and socialization are completed. On the contrary, when youths are outside the general family framework, they seem to encounter great difficulty in integrating in the civil society and in political and social institutions. In fact, the aforementioned research recorded a very low participation in institutions relating to the civil society, social groups, etc., while strong ties seem to be developed, almost exclusively, within the family and the extended family networks. This contrast may be due to the lack of opportunities for institutional socialization in combination with the general lack of trust towards the state / public institutions, namely conditions that directly affect the youths' integration in employment and the degree of job embeddedness.

The findings of this research also agree, in general terms, with Putnam's research (1993), which was carried out in Italy and records a major failure of the institutions in the Mediterranean countries to protect youths from the risks of unemployment and poverty (Flaquer, 2002). This low level of institutional density (Bærenholdt & Aarsæther, 2002) leads youths to develop ways of existence closely related to cultural aspects, such as close family ties, and practices which have proven extremely useful for life strategies and their spatial references. The high percentages of youth unemployment, the low minimum wages in the ever shrinking private sector and the dramatic decrease in the public sector's recruitment rates result in a common, at least for the Mediterranean countries, phenomenon: the extension of the youths' living and depending on the family for long periods of time, in order to escape poverty and financial stress (Aassve, A., Iacovou, M., L. Mencarini 2006). The socioeconomic dependence on both the family and public sector employment is also confirmed by

ascertaining the operation, in these countries, of a social services network, which is usually called "a deficient welfare state" (Ferrera, 1996). This term is proposed by Ferrera in order to characterize the "fourth type of Mediterranean welfare state", thus complementing the relative typology by Esping and Andersen. Namely, he describes the social support system where social protection is based on family and which is prevalent in countries such as Spain, Italy, Greece and Portugal. Until recently, this system mainly supported the young and the elderly. However, the situation radically changed with the onset of the international financial crisis in 2008 -and, naturally, with the Greek financial crisis in 2010, which is characterized by the combination of the high public deficit and the international debt. In order to deal with the events, the Greek government proceeded to take very strict austerity measures and huge cuts in public expenditure; as a result, the subsequent international recession led to a severe decrease in the Greek family's income and to cuts in the benefits provided as part of intergenerational solidarity.

At the same time, the current financial crisis leads youths to add to their existing strong family ties the creation of new social networks, also based on weak social ties (Granovetter, 1973) and bridging social capital. The pressure for greater social and geographical mobility, in combination with the youths' realization that there are opportunities outside of Greece, play a major part in the process of release from the prevalent family and state protective structures. In fact, this shift recently seems to be the choice of a large number of youths with a high educational level, who seek employment in sectors relevant to their education, with satisfactory fees, high career prospects and professional recognition. According to their education profile, 73% has a Master's degree and 51.2% a Doctor's degree (see Research by the Research Unit of Regional Development and Policy of the University of Macedonia, with Loe Lambrianidis as scientific coordinator - <http://afroditi.uom.gr/rdpru/?q=el/node/198>).

At the same time, there is the question of the degree of people's job embeddedness job in social relations and networks, as well as the opportunities for embeddedness offered by businessmen to young employees, aiming at shifting or improving their professional mobility. Job embeddedness is also included in the major determining factors for an employee's staying at the same job or his/her mobility (Allen, 2006; Crossley, Bennett, Jex, & Burnfield, 2007; Holtom, Mitchell, & Lee, 2006; Holtom & O'Neill, 2004); it is a concept generated by Granovetter's theoretical work, which also studies the impact of social relations on the individual's economic life and action (Tanova & Holtom 2008).

As part of our research -and focusing on the concept of embeddedness- we processed a group of variables showing the degree of youths' job embeddedness, in combination with their social environment. Part of the study was based on the text by Mitchell T.R. et al (2001), where the concept is presented metaphorically as the result of the impact of the relations developed by the individual (networks) on their decision to stay in a job ("Metaphorically, job embeddedness is like a net or a web in which one can become 'stuck'"), by studying the total degree of engagement in these relations, taking into account on the job and off the job factors.

Specifically, they adopt 3 main dimensions in their theoretical documentation, namely links, fit and sacrifice, in order to study the influence of interactions, activities, matching the various aspects of daily life, as well as how easy or difficult it is to break the links, in case of a potential decision to shift from the existing working

environment to another.

In detail, the term "links" means the relations (formal or informal) developed both on and off the job, by participating (either the individual or their family) in a network of social, financial and psychological exchanges with institutions, community members or even the natural environment.

Respectively, the term "fit" means the compatibility or otherwise the degree of matching personal values, professional plans and targets with both the company mentality and the various working requirements, as well as with the community where people live.

Finally, the term "sacrifice" means the price paid for changing jobs, in terms of the benefits acquired during the period of work (e.g. losing colleagues, friends, additional income, career chances, pension prospects, etc., changing homes, neighbourhoods – when shifting jobs also means moving to another place) (Mitchell T.R. et al 2001; Holtom B.C. et al 2006).

The above make it clear that people with a high job embeddedness have a large number of interconnections in networks, suffer a high cost in case of potential losses (financial–psychological) and identify themselves to a large degree with various aspects of their professional and social life.

Criticism:

However, certain failures are identified in terms of theoretical and practical research, which call for further research and scientific documentation. The development–improvement of the measuring tools, the clarification of the concept of community, as well as its application in intercultural environments, constitute deficiencies that should concern in the future researchers who utilize their content (Wang Ping & Ye Xi 2013).

## **Research Methodology and Techniques**

Research on integration processes is based on analyzing the data from the In4Youth research, which presents a complete picture of the Greek Youths situation. Specifically, it studies the situations of shifting from education to employment, as well as Youths' Unemployment or Idleness in the conditions of the current financial crisis.

As mentioned before, it also focuses on understanding the role of the social and cultural capital in the overall improvement of professional qualifications and in the youths' integration in the labour market, while at the same time it tries to determine the types of employed and unemployed youths.

The research was carried out from September 2012 to January 2015 all over the country, distributing 1952 questionnaires to young men and women and carrying out group and individual interviews in selected geographical areas (25 focus groups and 17 interviews recorded with audiovisual means).

**The In4Youth sample. Research areas and sample social layers with the respective final sample per layer:**

- A) Metropolitan area, first class (Athens - Attica): sample 51.6%.
- B) Metropolitan area, second class (Thessaloniki - Region of Central Macedonia): sample 24%.
- C) Urban areas in the Greek region (Heraklion, Mytilene, Patras, Chios, Ionian islands): sample 24.4%.

**People selection (quantitative research):**

A) There was a search for ad hoc areas within each region which would include people of the target group. Such targeted sampling points included areas with schools, TEI (Technological Educational Institutes), Universities and Lifelong Education Institutions.

B) The samples were selected by the interviewers in cooperation with the supervisors of the research, who had been provided with quotas that had to be met by specific sub-groups of the population.

**C) Variables analyzed and contributing to to the documentation of embeddedness:**

The statistical analyses of this submission are based on the data processing for the following variables:

- **Age**  
4 modalities: 15-19, 20-24, 25-29, 30-34 years old
- **Gender**  
2 modalities: Male, Female
- **Employment status**  
3 modalities: employed/self-employed, unemployed, I'm not looking for a job.
- **Income**  
5 modalities: 0 euro, 1-300 euro, 301-600 euro, 601-1000 euro, 1001 < euro
- **Marital status**

9 modalities: Single, married, widower, divorced, separated, single who lives under cohabitation status, widower who lives under cohabitation status, separated who lives under cohabitation status.

- **Residence status**

Do you live under the same house with your parents?

- **Housing conditions**

3 modalities:

How satisfied are you with your house or your apartment?

Would you like / desire to move to another house but you can't?

Would you like / desire to stay with another household or along, comparatively with the present housing status?

- **Aspects of the everyday life**

3 modalities: How satisfied are you with your:

Quality of life in the city or village which you live

Quality of your leisure time

Quality of life generally

- **Combination of work and personal life**

1 modality:

My job is giving me the opportunity to combine all aspects of my everyday life (work, family and personal life)

- **Giving/receiving help to and from parents, family members, friends and neighbors**

2 modalities:

How often do you receive help from your parents, familiars and neighbors?

How often do you support your parents, familiars and neighbors?

- **The perception of importance of friends and family and the frequency of social contacts.**

5 modalities:

How important are the following in your life: Family, Friends?

During the last month, how often do you meet with:

-your family members, who are living in another household

- your friends (social contacts)

-your familiars (social contacts)

- **The support that they received from their family and friends**
- **The availability of support from their friends to develop a new business.**
- **The way they acquired their current job and what mostly helped them for this.**

Do you trust friends in the frame of business cooperation?

The participation in the team, does it help you to have access in some of the following services: modality jobs

Which form has your main employment activity?

With which of the following ways do you require your present job? Modalities Family, Familiars/friends.

Do you support your family, (close) friends at your employment obligations and which way?

Who helps you most for the establishment of your enterprise or job placement? Modalities: Family, Familiars – friends, neighbourhood – the city which i live, social and personal experiences, social networks.

Do you agree or disagree with the following statements, which describe positive and negative aspects of your job? Modalities: My job is giving me the opportunity to combine my work with my family and personal life. My job offers me social identification.

Refer sources of your family income. Modalities: job, self-employment / office, financial benefits - pensions, rent money and other sources, financial help from family and relatives.

Your family members live at their own home; Modalities Yes, No.

At the table is recorded some aspects of the everyday life. Please answer how satisfied is for each of the following. Modality: The income of your household.

Question about political satisfaction and trust. Modality: Other aspects of the public and social insurance (pensions, unemployment benefit, social benefits, social security payments).

- **Aspects and feelings regarding their job, such as whether it fits their qualifications, if it is boring, if it offers potential for career or whether they have the ability to take decisions.**

Modalities:

My job is demanding (high maintenance) and stressful.

My job is boring

The time ahead it's possible to change my job.

### **Descriptive data of the Survey In4Youth**

The employed youths in the sample, aged 15-34, participate in the job market in paid positions in the private sector by 51%. These are followed by self-employed and wage-employed people in the public sector (22.4% and 18.6%), while the lower percentages concern assisting members of family businesses and people employed in welfare work programs (3.8% in both cases).

In terms of employment type, it is ascertained that the 8-hour work (full-time employment) refers to 75.9% of the sample, part-time employment to 20.5% and subsidised short-time work to 3.6%. There are no major differences between the two sexes, since high percentages of both men and women in the sample are employed in full-time jobs (80% and 71.2% respectively). However, part-time work is the employment category with a higher percentage for women than for men (24.7% and 16.8% respectively).

Based on the frequency of the answers, one out of five youths is working without having signed a labour contract (20.9%). On the contrary, 27.3% of youths work with open-end contracts/in the public sector, 28.3% have a fixed-term contract, 7.2% have project contracts and 7.1% are businessmen or own their own office. According to a further research in the population group who work unofficially in the job market, work without a contract refers to: a) one out of two employees aged 19 or below (47.1%), b) one out of three (31.6%) employees aged 20-24, c) and a percentage of the order of 21.3% for people aged 30-34.

In terms of the method for finding employment, the young employees' answers are as follows:

Through acquaintances / friends(21.7%)  
 Through small ads in newspapers or the Internet (16.5%)  
 Through family (15.7%)  
 I contacted the employer (11.8%)  
 Through an educational institute (9.3%)  
 Other (9%)  
 Through exams / participating in a tender (6.4%)

The lowest percentages of the answers in terms of the method for finding employment refer to the following methods: a) through a private employment office (1.3%), b) through a public employment office (1.8%), c) through an apprenticeship in the same company (1.9%). However, the age differences show that: a) younger people (up to 24 years old) utilize the possibilities offered by their family and friends/acquaintances and then tend to directly contact the employer, b) people aged between 25-29 resort to acquaintances and friends, then to printed and electronic small ads and finally directly contact the employer, c) people aged between 30-34 utilize the network of their acquaintances/friends, small ads in the press/Internet, and their family.

The high degree of parental care and support provided by social networks to youths all over the country is ascertained by the increased positive answers to the question in the questionnaire referring to the type of support they enjoy. Specifically, 36.4% receive psychological support, 30.6% receive support for their daily needs, 15% receive financial support and 1.8% receive support to cover the cost of their further education. On the contrary, negative answers to this question amount to 14%.

48% of the sample believes it is possible to shift jobs in the following period, out of which: 21.9% for financial reasons, 8.5% due to the possibility of ending the cooperation–dismissal, 4.2% due to the potential of moving-emigrating, 3% for family and education reasons, and 6.7% does not know.

However, it is interesting to note that 1 out of 2 youths does not plan or foresee to change jobs (52%).

#### Analyzing Job embeddedness with Multidimensional factor analysis (Multiple Correspondance Analysis MCA)

The statistical analysis was focused on the responses of the employed young people, in order to study the principal forms of labor and their characteristics, issues of job embeddedness, satisfaction and permanence, as well as relations of these elements with educational and social support factors. In addition to descriptive statistics, methods from the family of multidimensional factor analysis were applied, namely Multiple Correspondence Analysis (MCA), Hierarchical Clustering based on Benzecri's  $\chi^2$  distance and Ward's criterion (Benzecri 1992), and the VACOR (variable and clustering) and FACOR (factor and clustering) algorithms, initially proposed by Benzecri (1980). The purpose of this analysis was to adopt a holistic approach, combining a large set of mostly non quantitative variables, in order to reveal the complex underlying relations, profiles and phenomena. An additional

advantage was that it allowed establishing data-driven scales and thus avoiding the dependence on a-priori measurement models (Greenacre, 2007).

The analysis was performed in two steps: (a) the study of trends and clustering of respondents as regards individual concepts, including social capital, types of labor and Job embeddedness, (b) analysis of the overall relations among sets of different concepts, specifically the relations among professional inclusion, job embeddedness, social capital and family support, and the relations between job embeddedness/integration and socio-demographic profile, job characteristics, job evaluation, space/local community and social/family support.

In order to aid the understanding of the analysis results and the related graphs by the readers who may not be acquainted with MCA, it is noted that the method is typically applied on many categorical variables in order to observe graphically the associations among the categories of these variables (also called properties or modalities). I.e. the method is not aiming at finding relations between variables (e.g. age is positively related to income) but decomposes relations to the level of variable values (e.g. age 18-21 is associated to income lower than 500€). It is noted that quantitative and ordinal variables are passed through a binning/coding process and can be freely mixed with categorical variables. Additionally, MCA decomposes the overall phenomenon to factors, each one represented as a factorial axis and corresponding to a partial view of the total information. The positions where modalities are projected on each factorial axis are interpreted as associations or disjunctions with other modalities, considering that the center 0 corresponds to the mean profile or independence and that the larger the distance from the center, from the one or the other direction, the strongest the association with the corresponding trend. Combining two factorial axes, it is possible to observe on a factorial plane a larger part of the phenomenon, which is usually more informational.

### **Variables describing Job embeddedness**

The respondents' stance on their job's embeddedness and perspectives was estimated through a 12-item questionnaire section, which included aspects and feelings regarding their job, such as whether it fits their qualifications, if it is boring, if it offers potential for career or whether they have the ability to take decisions.

In overall, most of the respondents were positive regarding their job: 63,9% agreed that their job allows them to use their knowledge and skills, 72,4% disagreed that their job is boring and 58,3% that it is demanding and stressful. On the contrary, the mean stance was negative regarding their income: just 20,9% agreed that their job is well paid, while 43,6% totally disagreed. The responses to the question whether it is probable to change job in the forthcoming period, 47,4% responded no, 43% yes (for several reasons) and 9,6% did not know.

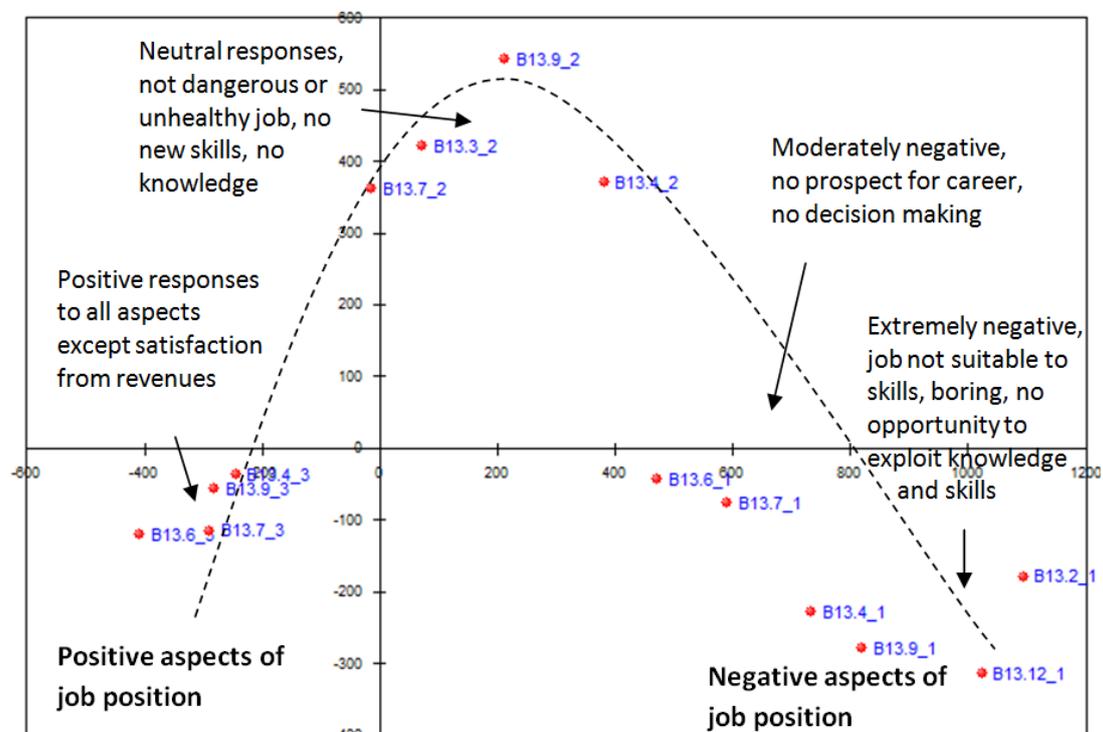
The results of MCA, applied on all 12 items, are shown in Figure 1. On the factorial plane 1X2, which corresponded to 44% of inertia, the points formed a parabolic curve, which indicated a scaling effect (Van de Geer, 1993) from the positive aspects of respondents' jobs (left side) to the most negative ones (right side). The center of the axes, which corresponds to the mean profile, was clearly close to the left end of the curve, which verified that most of the respondents were in general positive regarding their job. The positive stance included all aspects of their job, apart from the satisfaction from their revenues.

-The most significant properties **differentiating the positive from the neutral stance** were that the respondents' job demands the acquisition of new skills (B13.4\_3), it gives them the potential to exploit their knowledge and skills (B13.9\_3), they are involved in decision making (B13.7\_3) and that their job offers them the opportunity for career (B13.6\_3).

-People who had neutral stance did not think that their job is dangerous or unhealthy (B13.3\_2) or that they participate in decision making responsibilities (B13.7\_2) but were neutral mostly because their job does not demand to acquire new skills (B13.4\_2) and it does not give them the opportunity to exploit their knowledge and skills (B13.9\_2).

- On the negative side, we found two stances of low job embeddedness, (a) the mild stance that was mainly characterised by the lack of opportunities for career (B13.6\_1) and inability to participate in decision making (B13.7\_1) and (b) the extremely negative one expressed with the views that my job is boring (B13.2\_1), it does not demand to acquire new knowledge (B13.4\_1), it does not give the potential to exploit my knowledge (B13.9\_1) and my skills are not suitable for my position (B13.12\_1).

In addition to MCA, the respondents were classified regarding their job embeddedness aspects by applying to the same variables multidimensional Hierarchical Clustering (VACOR). The results showed that 56,4% of the respondents in working status were characterised by high job embeddedness, expressing mostly positive views regarding their job and finding it not possible to change job soon. A group of 26,7% were characterised as neutral, who were in fact dissatisfied from their job but not in position to change it, and another 15% were characterised by low job embeddedness, were clearly negative with all aspects of their job and found it probable to change(or end)their job soon.



**Figure 1.** The factorial plane illustrating the scale of job embeddedness in terms of the young people responses on aspects of their job position.

## Social capital

The analysis of social capital included as variables the strength of giving/receiving help to and from parents, family members, friends and neighbours, the perception of importance of friends and family and the frequency of social contacts.

**In addition, age, gender and employment status** were added as complementary variables. The people who often receive help from their parents or friends are more (~70%) than those who receive help from neighbours or other people they know (~6%). The results of the MCA showed that giving and receiving help were strongly correlated, that is the people who offer receive help also tend to provide help. On the giving/receiving scale formed on the factorial plane 1X2, the most typical stances (closer to the center of the scale) were

-(a) to often receive/provide help from parents but only sometimes from friends and neighbours or (b) to sometimes receive/provide help from family and friends but rarely from other members of the family and neighbours. The most extreme and rare responses were, on the negative giving/receiving side, to rarely receive help from parents, while on the positive side, to often provide help to neighbours. **It was also found that the employed tended to smaller degree of giving/receiving help than the economically inactive. The same was true for the higher ages (30-34 y.o). Women tended to higher degree of giving/receiving than men.**

The application of clustering to all variables on social capital and socio-demographics, resulted in the **following 5 clusters of ascending social capital:**

- (1) People who rarely give or receive help to family and friends, many of who express that family and friends are not important (13,6% of the sample).
- (2) The largest group (43,3%) consisting of people who sometimes receive/provide help from/to family and friends but rarely from/to other members of the family and neighbours. They have rare social contacts, they do not rely on friends to assist them with house chores and include high percentage of people aged 25-30 y.o.
- (3) A group (28,1%) expressing high degree of giving/receiving with parents and family but medium with friends and neighbours, including many women and very young people 15-18 y.o.
- (4) A small group (13%) with high social capital who often give/receive help even from/to friends and neighbours
- (5) A very small group (2%) who strongly depend on receiving help from their friends.

The relation of social capital to the employment situation in the whole sample is as follows:

### Job Embeddedness and social capital.

In all employment situations (employed, unemployed, non job seekers) the strongest group of young people is that who receive help from parents and friends. From them are employed 64.5% of the sample and 73% are unemployed and many who frequently receive assistance by acquaintances or neighbors (9% and 2% respectively). Compared to this medium profile, non jobseekers tend strongly to a frequent receive / deliver of assistance, while employed Young people tend to receive moderate or rarely assistance (always in relation to the center of gravity).

The unemployed displayed in an intermediate position and also gravitate towards the frequent reception / delivery assistance.. Especially for getting help from friends, the proportion of workers often receive help from friends is 43.4% and 47.7% unemployed, while non- job seekers are considerably higher 66.5%.

Then they were connected for the sample of workers complexes variables created by the sections: social capital, social support, consolidation of work, job significance (E1.1.6) and political participation. There came that: Strong labor embeddedness is associated with high social capital, low interest in politics and moderate social support where as high labor consolidate sounded the size group of 56% of all employed young people.

### **Social support and work inclusion**

In this analysis, which was addressed to young people in working status, we related the variables on the support that they received from their family and friends, the availability of support from their friends to develop a new business, the way they acquired their current job and what mostly helped them for this, their view regarding the combination of work and personal life, as well as data on the source of their income, their housing conditions and aspects of their everyday life. **The 1<sup>st</sup> factor produced by MCA was the factor of social status of the work** and the obtained income, while **the 2<sup>nd</sup> factor was the contrast between those who work in the family business from the employees in the public sector.** By combining MCA and clustering (vacor), we identified the following clusters of the currently employed:

-Group 1 (70%). They are mostly employees in the private sector, they found their job through friends or social contacts or directly addressed the employer, they don't think that their job is of high social status and they are not at all satisfied from their income. This group included many of the youngest respondents 15-19 y.o. and was further decomposed into 3 subgroups: (a) those assisted by their family who don't have their own residence (21% of Group1), (b) those who found their job through friends, they were supported by their neighbourhood/city and live in their own residence (41%) and (c) those who found their job through advertisements or direct contact, important source of their income is subsidies and tend to live in their own residence (30%).

-Group 2 (25,5%) They found their job through an educational institute or public call or they started their own business activity, their job offers them high social status and gives the opportunity to combine professional and personal life. They are mostly employees in the public sector or work in programs/projects.

-Group 3 (4,5%) They were supported by their family in finding their job and they possibly work in the family business. They are satisfied by their income, which has as main source a private business.

### **Global relations among job embeddedness, social capital, social support in labor integration, values, political participation, age and gender.**

Global relations were estimated by applying MCA on the cluster membership variables that express all the analysed concepts. In overall, the analysis showed that strong job embeddedness was associated with high social capital, moderate support from the family and low interest for political action. High political participation was

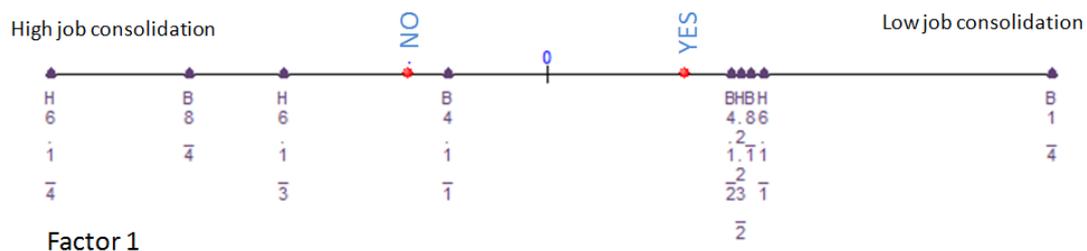
associated with low social capital and negative view regarding the importance of labor. In the overall picture, there was no significant differentiation between men and women, while low age was associated with moderate job embeddedness.

### Relations between job embeddedness and socio-demographical factors/ job characteristics.

In order to study in more detail the relations between social factors and job embeddedness, a series of analyses were performed, combining descriptive statistics and MCA, where job embeddedness was associated with different sets of social variables. The answer to the question “**Is it probable that you change job in the forthcoming period?**” was used as the main variable representing high/low job embeddedness.

Statistically significant relations were found between job embeddedness and age, gender and marital status. The respondents who did not expect to change job were, in higher than expected frequencies, men, aged 30 to 34 y.o. and married, while those who expected to change or loose their job were mostly women, aged 20 to 24 y.o. and not married.

The job characteristics that were most strongly associated with job embeddedness can be observed on the 1<sup>st</sup> factorial axis of MCA analysis (Figure 2). The characteristics associated with “No” (i.e. not expected to change job) were in descending order of significance: income from 1500 to 2000€ (H6.1\_4), being in the current job more than 4 years (B48\_4), income 1000-1500€ (H6.1\_3), full time job (B4.1\_1). The characteristics associated with “Yes” were in descending order of significance: working in employment program (B1\_4), income 0-500€, being in the current position less than 12 months (B8.1\_1), willing to work more hours (H2.23.2), part-time job (B4.1\_2).



**Figure 2.** MCA applied on the crosstab between job embeddedness and job characteristics

**Job embeddedness was also found to be associated with the residence and local community. High job embeddedness was associated with unwillingness to change residence status, being in the current city form 5 to 15 years, no plan to move to another location, high satisfaction from health services and the view that the local people could provide assistance. On the contrary, those who are not certain about their job are not satisfied from their residence, they wish to move, they stay in the current city for 6 months to 5 years and may have plans to move to another location in order to find better job. They also participate more frequently in local**

community activities and believe that local people would not help them financially but would assist or cooperate for leisure or security.

As regards family and friends, high job embeddedness was associated with less support from the family in work obligations but more psychological support and also support in creating their business. Low job embeddedness was associated with more financial support from the family for living expenses or education but not for creating a business. The latter young people have fewer friends and their social activities are less frequent with friends but more frequent with other acquaintances.

### **Conclusions:**

- 1. Youths' job embeddedness during the period of the financial crisis is related to and directly influenced by the family's social networks and the social protection provided by the family to its members in terms of both seeking and keeping a job.**
- 2. Seeking and embedding a job for youths seems to be related more to their supporting networks and ties rather than the high degree of youth personalization. In many cases, supporting and keeping a job with the help of the family has a psychological and emotional dimension.**
- 3. The family is the most important factor for finding and keeping a job through a business activity.**
- 4. Keeping a job and staying at it seems to be directly related to the opportunities offered for improving the abilities and possibilities for developing a career through this job. Otherwise, the young employees are better prepared to sacrifice staying at their job and community in order to seek better job prospects elsewhere.**
- 5. Those who are satisfied with their place of residence, as well as those those who live in the same place for over 5 years, indicate that they are poorly prepared to shift jobs and place of residence.**
- 6. Employment in the public sector as well as that related to the youths' diplomas is characterized by a higher job embeddedness; for this reason, it is an important factor for youths. However, during the financial crisis, the offer of such stable jobs is extremely low.**
- 7. Low job embeddedness is often combined with financial support by the family, which seems to supplement the cost of work risk.**
- 8. The highest work stability is indicated by young married men of the older age groups, as well as youths with a higher income; on the contrary, younger women indicate the most unstable working situation.**

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Researches:

Research: Labor integration processes and Job embeddedness of young people in a period of economic crisis – In4Youth, by the the Department of Sociology– University of the Aegean, with Professor Sot iris Chtouris as scientific coordinator and main researcher. The research was carried out in the period 2012-2015, as part of the ‘ARISTIA’ Act of the Operational Programme "Education and Lifelong Learning", with the General Secretariat for Research and Technology as recipient. It was co-funded by the European Union (European Social Fund – ESF) and by national funds.

Research by the Research Unit of Regional Development and Policy of the University of Macedonia, with Loe Lambrianidis as scientific coordinator - <http://afroditi.uom.gr/rdpru/?q=el/node/198>

Dear DeMond this is the second Paper, I don't have till now the Power Point.  
The presentation is in Research Network Economic Sociology /Research Stream /

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