

Alexander Salvisberg, 2008:

Sozialkompetenzen und arbeitsmarktliche Ungleichheitsstrukturen

(Social skills and structures of inequality on the labour market)

in: Karl-Siegberg Rehberg (ed.). Die Natur der Gesellschaft. Verhandlungsband des 33. Kongresses der Deutschen Gesellschaft für Soziologie in Kassel 2006 (CD). Frankfurt/Main: Campus

[abstract]

The labour market is a key location for the generation of social inequality. The evaluation criteria used by employers when hiring staff are therefore highly significant, not only for individual success on the labour market, but also for inequality structures as a whole. Alongside ascriptive attributes, acquired skills and qualifications play a key role. These include both formal education and training requirements, and “soft skills”, which increasingly influence the allocation of opportunities on the labour market. In light of this, the present paper enquires whether and in what areas the growing importance of social skills as criteria relevant to the labour market is able to diversify the traditional qualifications structure, defined by certified training and work experience.