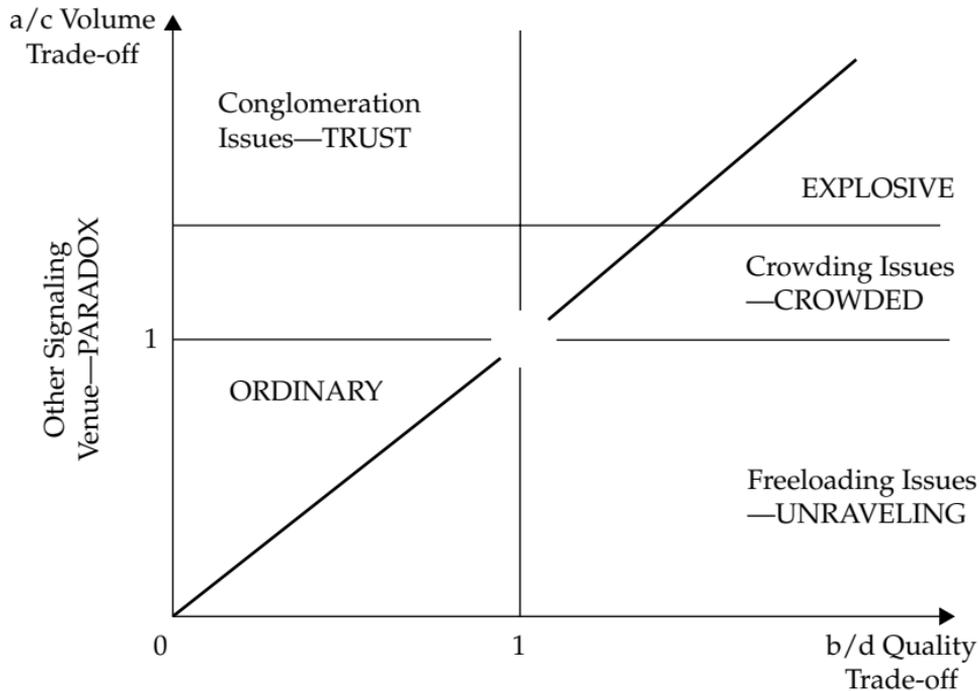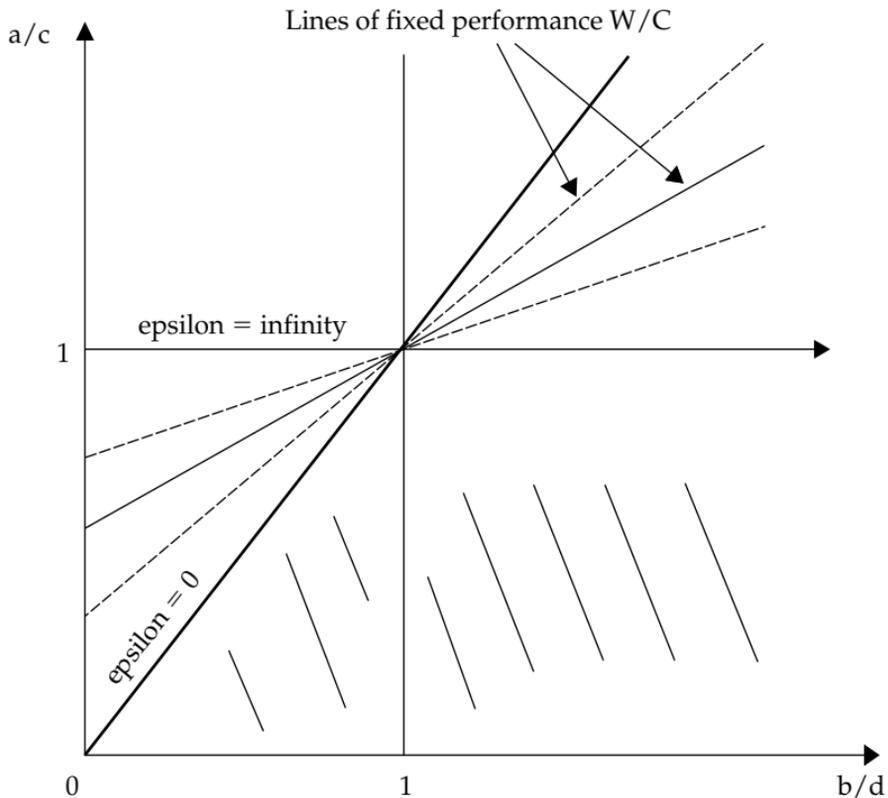**Figure 6.1   Market Place**

Source: Author's configuration.
a = Buyer demand for volume.
b = Buyer demand for quality.
c = Supplier cost per volume.
d = Supplier cost by quality.

Figure 6.2   Dependency of Firm Profitability on Location Along Rays in Market Space: Ratio of W over Cost C

Figure 7.1   Social Capital in Metaphor and Network Structures

Bourdieu and Wacquant (1992, 119): "Social capital is the sum of the resources, actual or virtual, that accrue to an individual or group by virtue of possessing a durable network of more or less institutionalized relationships of mutual acquaintance and recognition."

Coleman (1990, 302): "Social capital is defined by its function. It is not a single entity but a variety of different entities having two characteristics in common: They all consist of some aspect of social structure, and they facilitate certain actions of individuals who are within the structure. Like other forms of capital, social capital is productive, making possible the achievement of certain ends that would not be attainable in its absence."
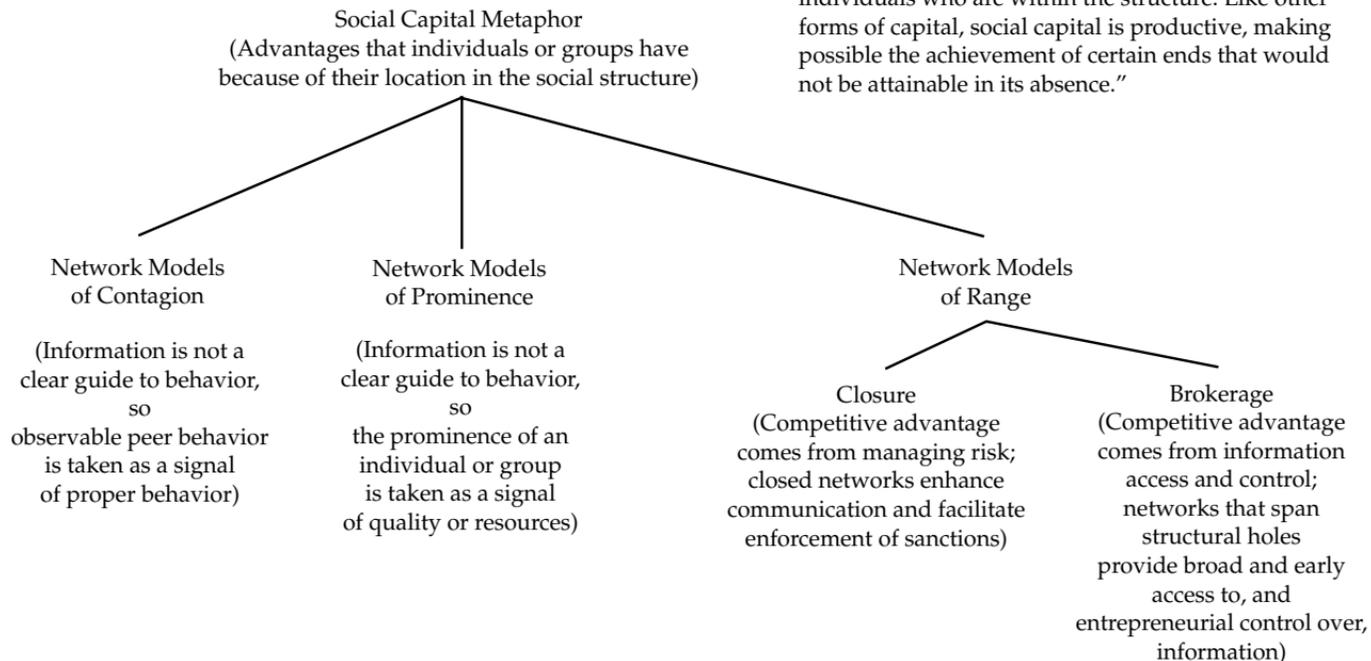
Social Capital Metaphor
(Advantages that individuals or groups have because of their location in the social structure)

Network Models
of Contagion

(Information is not a clear guide to behavior, so observable peer behavior is taken as a signal of proper behavior)

Network Models
of Prominence

(Information is not a clear guide to behavior, so the prominence of an individual or group is taken as a signal of quality or resources)

Network Models
of Range

Closure
(Competitive advantage comes from managing risk; closed networks enhance communication and facilitate enforcement of sanctions)

Brokerage
(Competitive advantage comes from information access and control; networks that span structural holes provide broad and early access to, and entrepreneurial control over, information)

Figure 7.2 Social Organization
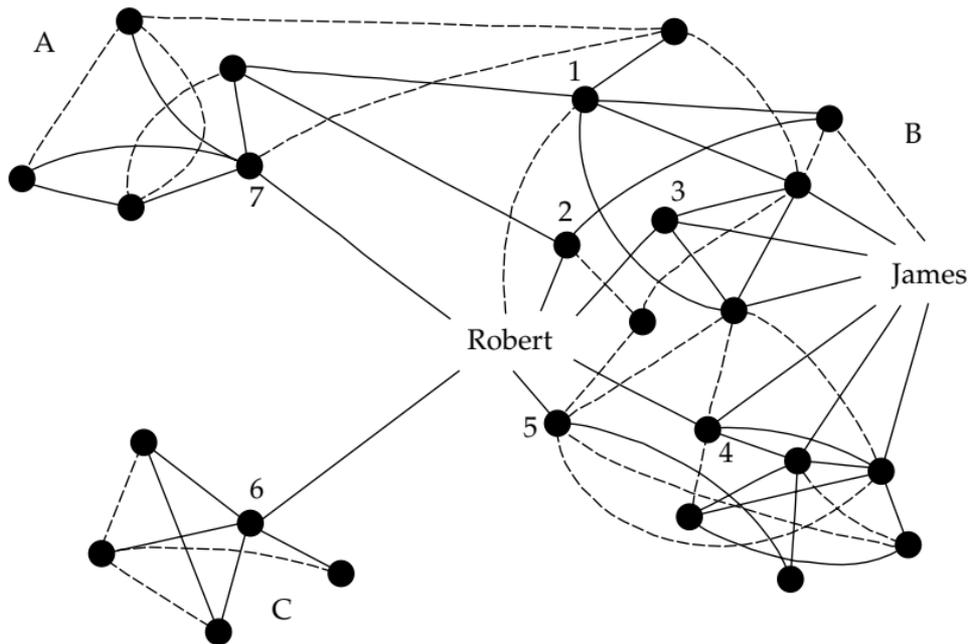
Density Table of Relations Within and Between Groups

.65			Group A (5 people and 8 ties; 5 strong, 3 weak)
.05	.25		Group B (17 people and 41 ties; 27 strong, 14 weak)
.00	.01	.65	Group C (5 people and 8 ties; 5 strong, 3 weak)

Source: Author's configuration.

Figure 7.3 Evidence Categories for the Hole Hypothesis
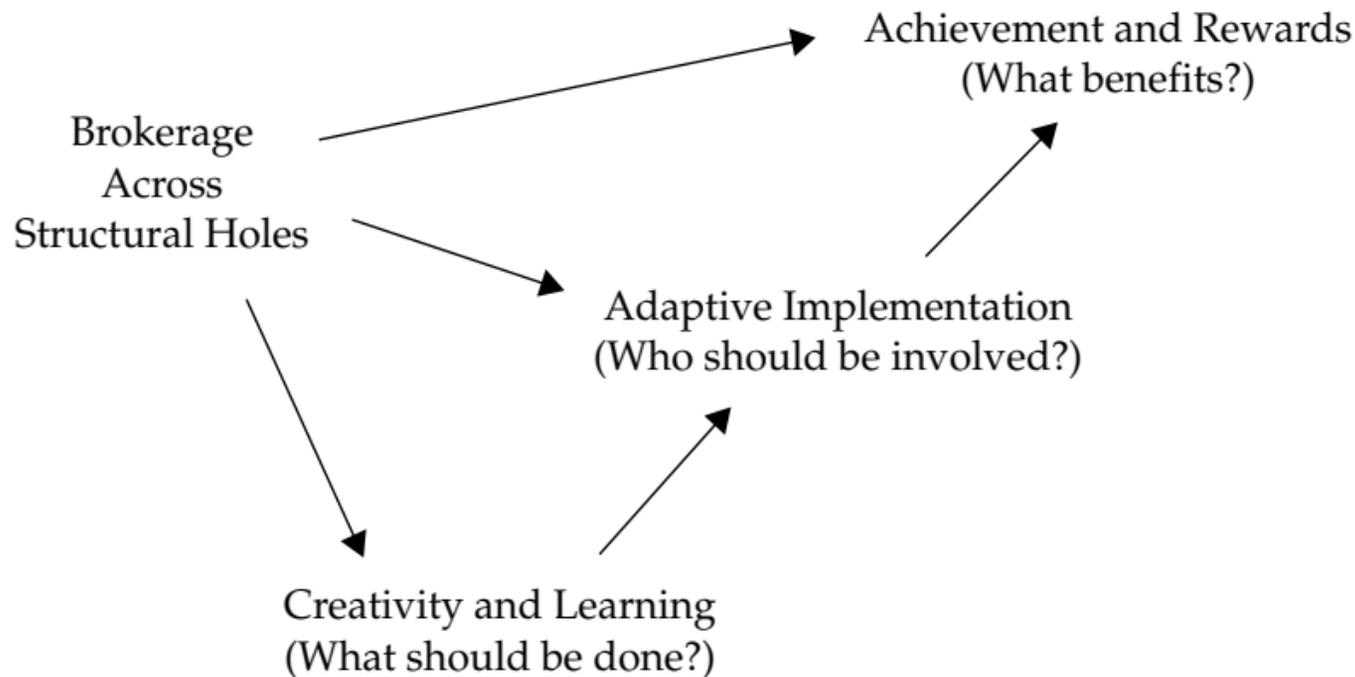
Source: Author's configuration.

Table 10.1 Five Basic Employment Model Types, Based on Three Dimensions

Dimensions			Basic Model Type
Attachment	Selection	Coordination-Control	
Work	Potential	Professional	Star
Work	Skills	Peer-cultural	Engineering
Love	Fit	Peer-cultural	Commitment
Work	Skills	Formal	Bureaucracy
Money	Skills	Direct	Autocracy

Source: Authors' configuration.

Table 10.2 Descriptive Statistics: Selected Characteristics of SPEC Companies

Variable	End of First Year of Operations (N = 75)				1994–95 (N = 74)			
	Mean	Median	Standard Deviation[a]	Minimum, Maximum	Mean	Median	Standard Deviation[a]	Minimum, Maximum
Number of full-time employees (FTEs)	29.43	14.00	66.15	1, 440	132.31	59.50	241.54	6, 1895
FTEs in scientific-engineering occupations	10.47	5.00	26.88	0, 226	49.40	20.00	139.82	0, 1185
Percentage female FTEs (all employees)	22.15	20.00	15.74	0, 64	31.13	30.59	13.44	0, 77
Percentage FTEs in scientific-engineering occupations	38.32	42.62	23.03	0, 78	37.68	38.92	19.75	0, 76
Female FTEs in scientific-engineering occupations	1.29	0.00	4.83	0, 41	9.70	2.00	36.70	0, 314
Percentage females among scientists-engineers[b]	11.26	0.00	20.18	0, 100	16.88	11.76	16.68	0, 100

Founder's employment model[c] (percentages)							
Commitment	13.33	—	—	—	—	—	—	—
Autocracy	5.33	—	—	—	—	—	—	—
Star	9.33	—	—	—	—	—	—	—
Engineering	32.00	—	—	—	—	—	—	—
Bureaucracy	5.33	—	—	—	—	—	—	—
Aberrant	34.67	—	—	—	—	—	—	—
Organizational age in 1994–1995 (years)	—	—	—	—	6.02	5.79	2.88	2.08, 14.58
Public firm in 1994–1995 (1 = yes)	—	—	—	—	0.31	0.00	—	—

Source: Authors' calculations.

[a]Standard deviations not shown for binary variables.

[b]Only for firms having one or more FTE scientist-engineer.

[c]Includes basic model types and near-model cases within each category (see ch. 10, n. 3 for explanation).

Table 10.3 Determinants of Women's Representations in Scientific, Engineering, and Technical Occupations Within Start-Up Firms

Variable	Gender Mix: End of First Year of Operations (model 1a; N = 75)			(model 1b; N = 75)			Gender Mix: 1994–1995 (model 2; N = 74)		
	Coefficient	Z	P > |Z|	Coefficient	Z	P > |Z|	Coefficient	Z	P > |Z|
Founder's employment model									
Commitment	—	—	—	−1.342	−1.260	.208	—	—	—
Autocracy	−2.145	−1.339	.181	−3.487	−2.229	.026	2.251	2.696	.007
Star	1.133	1.091	.275	−0.209	−0.240	.810	2.084	3.269	.001
Engineering	0.667	0.747	.455	−0.675	−0.931	.352	1.391	2.857	.004
Bureaucracy	1.342	1.260	.208	—	—	—	1.330	1.952	.051
Aberrant	1.102	1.239	.215	−0.240	−0.331	.741	1.505	3.004	.003
Male scientists-engineers (ln), year 1	0.248	2.020	.043	0.248	2.020	.043	0.031	0.450	.653
Non-engineering employees (ln), year 1	1.000	4.181	.000	1.000	4.181	.000	−0.381	−2.188	.029
Female scientists-engineers (ln), year 1							0.125	3.147	.002
Computer (hardware or software) industry[a]	−1.215	−2.007	.045	−1.215	−2.007	.045	0.072	0.174	.862
Semiconductor industry[a]	−2.290	−2.226	.026	−2.290	−2.226	.026	−0.636	−1.119	.263
Telecommunications/ networking equipment industry[a]	−1.416	−2.058	.040	−1.416	−2.058	.040	−0.485	−1.014	.311

	−1.889	−1.293	.196	−1.889	−1.293	.196	−1.579	−1.467	.142
Manufacturing industry[a]	−1.889	−1.293	.196	−1.889	−1.293	.196	−1.579	−1.467	.142
Male scientists-engineers (ln), 1994–1995							0.050	0.522	.601
Non-engineering employees (ln), 1994–1995							0.714	4.340	.000
Age of organization in 1994–1995							−0.092	−1.518	.129
Public company by 1994–1995							0.886	2.958	.003
Constant	−2.712	−2.504	.012	−1.370	−1.572	.116	−1.160	−1.453	.146

Overdispersion (α)	0.521[b]	0.655[b]	0.512[b]
Mean (maximum) of dependent variable	1.293 (41)	1.293 (41)	9.703 (314)
Standard deviation of dependent variable	4.834	4.834	36.704

$\chi^2 = 62.86(16)$; $p = .000$
Log likelihood $= -72.905$
Pseudo $R^2 = .301$

$\chi^2 = 99.54(16)$; $p = .000$
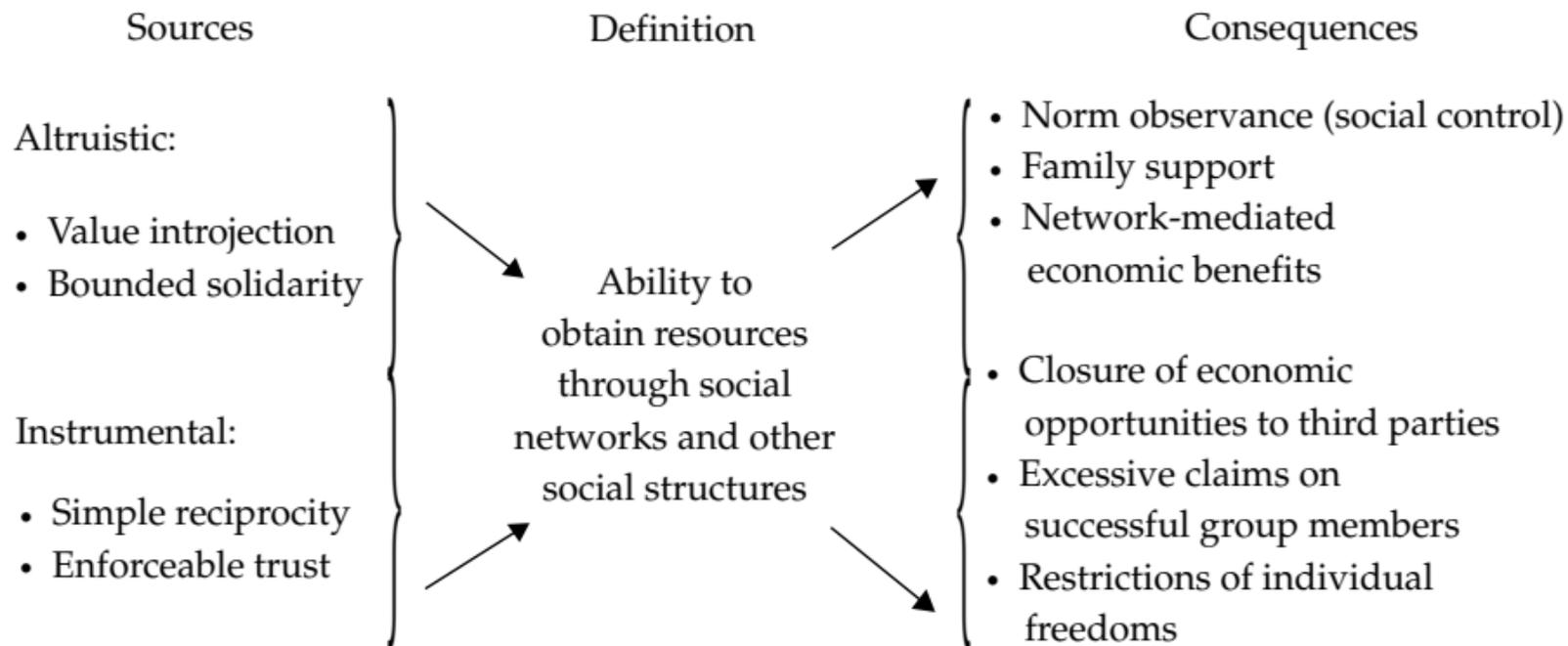Log likelihood $= -178.520$
Pseudo $R^2 = .218$

Source: Authors' calculations.
Note: The table shows the results of a negative binomial regression predicting the number of full-time equivalent female employees in "engineering and scientific" occupations. Results are based on unweighted data.
[a]Omitted industry category represents companies in biotechnology, medical devices, or research.
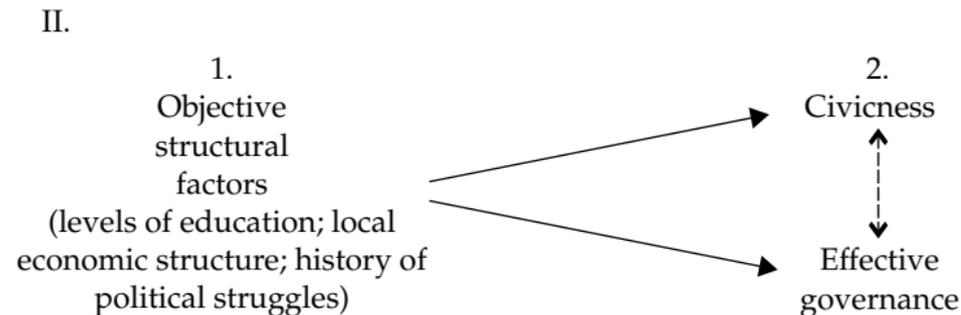[b]For model 1, the likelihood ratio test for overdispersion (that $\alpha = 0$) yields $\chi^2 = 25.53$ (df $= 1$); $p = .000$. For model 2, $\chi^2 = 64.63$ (df $= 1$); $p = .000$.

Figure 12.1 Individual Social Capital: Sources and Effects

Sources	Definition	Consequences
Altruistic: • Value introjection • Bounded solidarity Instrumental: • Simple reciprocity • Enforceable trust	Ability to obtain resources through social networks and other social structures	• Norm observance (social control) • Family support • Network-mediated economic benefits • Closure of economic opportunities to third parties • Excessive claims on successful group members • Restrictions of individual freedoms

Figure 12.2 Alternative Causal Patterns of Collective Social Capital

I.

1.	2.	3.
Untheorized background factors	Collective social capital (civicness)	Effective governance (honest authorities; successful government programs; higher economic growth)

II.

1.
Objective structural factors
(levels of education; local economic structure; history of political struggles)

2.
Civicness

Effective governance
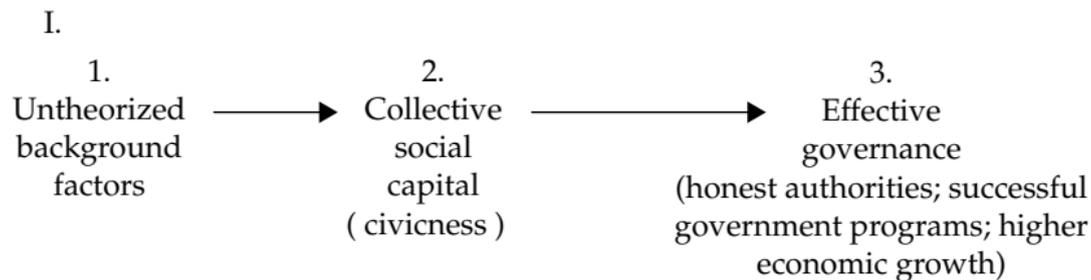
⟶ = Causal effect

⟵---⟶ = Spurious relation

Source: Adapted from Portes 2000.

Table 13.1 Latin American Population Living in Cities

Year	Percentage
1960	49
1970	57
1980	65
1990	71
1994	73
1997	74

Source: Author's calculations for World Bank 1999.

Table 13.2 Latin American and Caribbean Immigration to the United States (Legal Immigrants)

Year	Number of Immigrants
1961 to 1970	1,303,064
1971 to 1980	1,812,796
1981 to 1990	3,458,287
1995	218,650
1997	295,918

	Percentage of Total U.S. Immigration
1955 to 1964	41
1965 to 1974	46
1975 to 1984	40
1985 to 1994	54
1995 to 1997	43
1998	45

Source: U.S. Immigration and Naturalization Service 1999, 20, 25–31.

Table 13.3 **Shifts in Strike Activity in Latin America, by Country, 1990 to 1999 (Percentage)**

Country	Change in Number of Strikes	Change in Number of Strikers	Change in Workdays Not Worked
Bolivia	+480	—	—
Brazil	−69	−73[a]	−91
Chile	−39	−57	−96
Colombia	−39[a]	−96[d]	—
Costa Rica[b]	−79	−35	+61
Dominican Republic	−71	+262[c]	—
Ecuador	−90[a]	−92[a]	−83
El Salvador	+80	+1660	+308
Guatemala	−5	—	—
Honduras[e]	−14	—	—
Mexico	−69	−11	−70
Nicaragua	−96	−97	−99
Panama[f]	—	—	—
Peru	−88	−94	−77

Source: International Labor Office 1998, 1205, 1230; 2000, 1336–40, 1358–61, 1380–83.
[a] 1990 to 1994 change.
[b] 1990 to 1997 change.
[c] 1995 to 1998 change.
[d] 1990 to 1993 change.
[e] 1990 to 1998 change.
[f] 1990 to 1998 change. In 1990 Panama had no strikes. In 1998, there were three strikes, carried out by 269,260 strikers, and 154,130 days were not worked.

Table 13.4   Employment and Salaries in Latin America, 1985 to 1996

	1985	1990	1995	1996	1997[a]
Unemployment rate	8.3	5.7	7.2	7.7	7.2
Informal-sector employment[b]	47.0	51.6	56.1	57.4	n.d.
Industrial salaries[c]	89.9	84.7	98.8	102.2	102.6
Minimum wage[c]	83.5	68.5	70.8	69.9	73.7

Source: V. Tokman 1997, 152.
[a]Estimates.
[b]Non-agricultural employment.
[c]1980 = 100.

Table 13.5 Latin American Consumer Price Increases, 1990 to 1999

Country	Food			Fuel-Electricity		
	200 Percent or Less	201 to 500 Percent	501 Percent or More	200 Percent or Less	201 to 500 Percent	501 Percent or More
Argentina	—	379[b]	—	—	441	—
Bolivia	—	224[c, i]	—	166[h]	—	—
Brazil	180[a]	—	—	—	—	—
Chile	—	231	—	—	—	—
Colombia	—	491	—	—	—	—
Costa Rica	171[d]	—	—	118[j]	—	—
Dominican Republic	—	212[f]	—	—	—	—
Ecuador	—	—	1574	—	—	962[j]
El Salvador	—	246[c]	—	176	—	—
Guatemala	—	261	—	—	—	—
Haiti	—	216[g]	—	—	—	—
Honduras	—	—	506	—	340	—
Mexico	—	474	—	177[i]	—	—
Nicaragua	164	—	—	—	—	—
Panama	111	—	—	103	—	—
Peru	—	—	1918[b]	—	—	—
Paraguay	—	275[j]	—	—	—	—
Uruguay	—	—	1496[e]	—	—	1782
Venezuela	—	—	2516	—	—	2723[f]

Source: International Labor Office 1998, 1045; 2000, 1063–73.
Note: 1990 = 100.
[a]Index base: 1992 = 100.
[b]Metropolitan area.
[c]Urban areas.
[d]Central area.
[e]Capital city.
[f]1997
[g]1995
[h]1996
[i]1993
[j]1998