

Training & Employment

Even when young people have apparently achieved fairly stable occupational positions, they show greater mobility in the early stages of their careers than the active population as a whole. Nearly one third of these young people make a change of firm during the fourth or fifth year of their working lives; whereas one quarter of them are involved in internal mobility, which means that either their activities or their actual occupations change or they obtain a wage increase while working for the same employer. Internal and external mobility do not constitute alternative career strategies, however, since they involve different populations at the start of working life. Five years after leaving the educational system, young people who take internal mobility paths benefit from more favourable wage conditions, whereas external mobility tends to be more of a corrective strategy for those whose initial transition processes did not work out satisfactorily.

MOBILITY AT THE START OF WORKING LIFE

External and internal patterns of mobility have very different effects

Occupational mobility is one of the classical labour market adjustment tools, as well as providing individuals with a means of developing their careers and improving their conditions of employment. It occurs quite frequently during the school-to-work transition phase. For example, 69% of the young people who left the French educational system in 1998 (see the inset on page 3) and were in employment at the end of their first five years on the labour market had made at least one change of firm during that period. Almost one out of five had worked for more than three employers; whereas only 27% of the active population as a whole had made a change of firm during that period. These figures reflect the high rates of mobility occurring among young people. Some analysts have concluded that a new approach to employment is emerging among young people, who are increasingly well qualified and thought to be more willing to take risks than their elders and to be ready to trade off their competences to the highest bidders.

External mobility decreases, however, with increasing occupational experience. If we look more closely at young people in steady employment – i.e., those who were in employment at the beginning of their fourth year on the labour market and were still working at the end of the fifth year – slightly less than one third had moved to another company during the previous two years. Among the latter, less than one third had undergone periods of unemployment, despite the risk of occupational gaps which arises when people make a change of employer.

Not being involved in external mobility does not necessarily mean, however, that young people stay in the same jobs all the time. Although 31% of those in employment at the end of their fifth year in activity had not been involved in any external mobility since leaving the educational system, approximately 40% of this group had signed a new work contract since being recruited, 11% had made a change of occupation and 65% had been given a wage rise despite the fact that they had not yet gained much work experience. Among the young people with steady employment who had not engaged in any external mobility during their fourth and fifth years of active life, more than three quarters reported that either the content of their activities or their actual occupations had changed, or that their wages had increased. However, less than half of the latter group felt that these changes could really be called internal mobility. Only one quarter of all the young people who stayed with the same employer during the 4th and 5th year after leaving school underwent an internal mobility change.

Even young people who are well integrated into the world of work tend to make a change of firm rather than taking the internal mobility ladder, although external mobility requires more preparation and can be more destabilising. Since it involves deciding to leave and possibly moving house, as well as undergoing recruitment procedures, it means dealing with a larger number of mediators than in the case of internal mobility, where all the decision-making takes place within a single administrative and organisational entity. The external mobility pathway

■ Mobility and characteristics of the beginners studied

During the fourth or fifth year in their active lives, they experienced		No mobility	At least one episode of mobility		Total
			Internal	External	
Men and women combined		43%	25%	32%	100%
Percentage of women		47%	23%	30%	100%
Upon leaving the educational system					
They had	• no qualifications	45%	11%	44%	100%
	• baccalauréat level but no diplomas	41%	20%	39%	100%
	• bachelors' or post-graduate degrees	40%	31%	29%	100%
During the first three years of active life					
They worked for at least 3 employers		38%	20%	42%	100%
At the beginning of their fourth year of active life					
They belong to the following wage bracket	• the lowest 25%	47%	12%	41%	100%
	• the highest 25%	40%	34%	26%	100%
They acquired continuing vocational training after their recruitment		41%	32%	27%	100%
The firm where they work has	• less than 10 employees	42%	16%	42%	100%
	• 10 to 49 employees	38%	24%	38%	100%
	• more than 500 employees	48%	27%	25%	100%
Seniority at the present firm	• less than one year	38%	18%	44%	100%
	• At least two years	46%	29%	25%	100%
They are	• Unskilled or semi-skilled workers	42%	17%	41%	100%
	• Qualified workers	40%	24%	36%	100%
	• Office workers	38%	33%	29%	100%
	• Other employees*	48%	19%	33%	100%
	• Technicians	36%	35%	29%	100%
They have at least one child	• Executives	40%	31%	29%	100%
	• Males	46%	28%	26%	100%
	• Females	57%	19%	24%	100%
Worried about the future		47%	12%	41%	100%
Disappointed with their current jobs		32%	18%	50%	100%

* Other than office workers and commercial employees.

Scope: young people who left the French educational system in 1998 and were in employment both at the beginning of their fourth year in activity (March 2001) and at the end of their fifth year in activity (March 2003).

Source: the "Generation 98" survey part 2, March 2003. Data published by Céreq, 2005.

• Those who took **internal mobility paths** were those who had experienced at least one of the following changes: a change of occupation, changes in the content of their activities, or a wage increase. In addition, these young people agreed that the changes they reported were part of the internal mobility process.

• Those who took **external mobility paths** moved to another firm or establishment. In the large majority of these cases, the external mobility involved a change of firm.

might therefore be expected to mainly attract the best-equipped beginners on the labour market, but this was not in fact found to be the case.

External mobility attracts the most vulnerable young people

Among the beginners in steady employment, those with few qualifications practice external mobility most frequently. The youths who go in for this type of mobility are mostly blue collar workers with few qualifications, who are in the lowest wage bracket. In sectors such as the hotel and catering industry, where there are many openings for young people with few qualifications, the rates of external mobility are particularly high. External mobility mainly involves males, since if one takes all other factors to be equal, men have a 16% higher likelihood of making a change of employer than women during their fourth or fifth year on the labour market.

This pattern of mobility is partly dictated by past mobility: slightly more than half of the young people who made a change of firm during the period of interest had previously taken external mobility paths during the first three years in their

active lives. Worrying about future prospects and feeling dissatisfied with the present occupational status are signs which predict a forthcoming change of firm (see the table beside). When young people state after three years in activity that they feel their competencies are not being used to the full, there is also a 30% probability that these employees will subsequently move to another firm.

There are other factors which contribute to making a change of employer, such as the size of firm (the smaller the firm, the more frequently external mobility will occur), poor access to continuing vocational training, and the status of the employer. In addition, beginners resort to external mobility more frequently in the private sector than in the French civil service (36% versus 22%).

The best-equipped beginners tend to opt for internal mobility pathways

As in the case of external mobility, internal mobility involves more males than females. Parenthood also favours advancement of this kind among men, whereas the contrary is true of women (see the table opposite). Internal mobility is most extensively practised among young technicians, executives and office-workers. It is worth noting that the downgrading to which office workers are subjected at recruitment clearly distinguishes them from the other categories of employees, since 80% of these workers have pursued higher educational studies. Internal mobility is therefore probably regarded as a compensatory mechanism by the young people in this category, who were entitled to hope for more highly qualified jobs.

Continuing vocational training is dispensed to a higher proportion of young people taking internal mobility paths than to those who move to another firm. Those who benefit from training of this kind are mostly employed by large establishments with more than 500 employees on the payroll or by groups consisting of several establishments. These young people are usually well integrated into the firm, since they have at least two years' seniority on average and they are among the best paid

■ Salary curves and mobility

During their fourth or fifth year in activity, they experienced	No mobility	At least one episode of internal mobility		At least one episode of external mobility		Men and women combined
		No promotion	Promotion	No promotion	Promotion	
Mean salary increase during the fourth and fifth years in activity	15%	20%		24%		19%
		17%	21%	16%	29%	
Mean net monthly salary after five years in activity (in euros)	1 330 €	1 570 €		1 330 €		1 390 €
		1 460 €	1 620 €	1 210 €	1 390 €	

Scope: young people who left the French educational system in 1998 and were in employment both at the beginning of their fourth year in activity (March 2001) and at the end of their fifth year (March 2003). Source: the "Génération 98" survey, part 2, March 2003. Data published by Céreq, 2005.

employees of their category working at the firm. As we have seen, far from constituting alternative career strategies, internal and external mobility paths are taken at the start of working life by distinct populations. The former path tends to attract beginners who are well placed in terms of their diplomas and their conditions of employment. Although internal mobility serves in some cases to correct the gap between employment levels and initial educational levels, corrective mechanisms come into play more frequently in the field of external mobility. Apart from the fact that external mobility appeals mainly to workers in a much more precarious situation, this pathway is sometimes also taken by individual employees for reasons relating to their own personal occupational trajectories.

Non-professional factors contributing to external mobility

Beginners often make a change of employer for individual, personal or family reasons. One out of every two members of this group stated that their initial diploma was the main factor which contributed to their mobility, as compared with only just over one out of three young people who had followed internal mobility paths. In the majority of cases, the diploma can be said to signal the transferability of its holder's competences: 30% of the beginners who engaged in external mobility processes felt they had been downgraded at the previous firm, and regarded their diploma as the main factor responsible for their mobility. In addition, only half of this group stated that the types of abilities they had used and acquired in their previous jobs had been one of the reasons for their mobility, whereas this figure was as high as four out of five among the young people who took internal mobility paths. The reasons given by the latter group tended to focus more on their occupational position and their productive performances on the job, their individual situations and their contribution to the organisation of the company's work. External and internal mobility, which attract individuals with quite different backgrounds and past histories, therefore involve different factors. Nor do these two itineraries have the same short-term effects. One of the main outcomes of mobility is the prospects of promotion to which it leads.

From this point of view, external mobility seems to be the more effective strategy of the two. 65% of the beginners who moved to another firm felt that their mobility had improved their careers; whereas only 27% of those who stayed with the same employer declared that they had been promoted: another 11% had made an internal move which did not amount to promotion, in their opinion.

Catching up via external mobility and advancing via internal mobility

As might be expected, external mobility was found to have more positive effects than internal mobility on these beginners' wages: their pay increased by 24% on average during their fourth and fifth year on the labour market, as against 20% in the case of those who stayed with the same firm (see the table above).

Although previous periods of unemployment were not found to affect young employees' wage curves, those who made several changes of firm during their first three years in activity were subsequently barred from advancement. The employers may have equated recurrent mobility with instability, resulting in a wage standstill for these employees.

In terms of the salary earned, external mobility turns out to be not particularly advantageous. Although the salaries of most of the young people who made a change of firm increased considerably, these people were earning much less than the other beginners at the start. After five years in activity, their wage levels had reached those of their peers who had shown no mobility at all. Moving to another firm generally enabled them to catch up with the others, since they had made a difficult start. Those who came off worst were the young people who had opted for external mobility without subsequently obtaining promotion.

Beginners satisfied with their mobility, for different reasons

Seven young people out every ten involved in one kind of mobility or the other stated that they were more satisfied with their current occupational situation than with the previous one. This figure varied, however, depending on the type of change they made. It amounted to only 48% among those

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- **External mobility** appeals mainly to workers in a much more precarious situation.

who moved to another firm without improving their professional situation versus more than 84% among those for whom external mobility was a stepping-stone to promotion. Between the two extremes, approximately two thirds of the young people who had taken the internal mobility ladder were satisfied with their new situation.

The reasons why these young people expressed satisfaction varied slightly, depending on the type of mobility involved. In some cases, there was a consensus about the fact that mobility had enabled them to "make progress in their occupational speciality" while staying in the same type of occupation; whereas the young people who made a change of firm without getting better jobs gave a wider range of reasons for their feelings of satisfaction, which were not always really work-related reasons. A good many of them said that their mobility had enabled them to improve their living conditions and to achieve a better balance between their personal lives and their work. The reasons for satisfaction given by those who took internal mobility paths, whether or not the result felt like promotion, were mainly based on work-related aspects: they had either acquired greater autonomy or more responsibilities or they had improved their occupational skills.

On the whole, the benefits accruing from mobility in terms of satisfaction and the wages earned seem to be in line with the relative cost of the mobility: the greatest benefits went to those who made a change of firm and felt that this had clearly improved their professional situation. These benefits were particularly large in those cases where the beginners questioned said that their mobility was motivated either by the continuing vocational training undergone prior to taking up the new job or by the initial diploma they had acquired. In the end, the possibility of using the individual resources accumulated during people's educational and working careers to reach the objectives targeted makes for satisfactory patterns of professional mobility.

This picture of mobility at the start of people's working lives tends to show that young people at the beginning of their careers are by no means developing a new approach to employment. The firm is still the main setting in which people pursue their careers. Internal mobility gives employees access to career advancement. This pathway at least enables employees to consolidate their professional situation by protecting them from the risks abounding in the outside world. External mobility, which may seem to be a potentially more effective career strategy, turns out to be also much more risky. Although this strategy is used by a non-negligible number of young people with fairly steady jobs, it is far from being the standard road to career advancement. It seems rather to be

Some determinants and outcomes of mobility

The data presented in this issue were based on the "Génération 98" survey on the transition to work of young people who left the French educational system in 1998, including all levels and all specialised streams. The young people included in this survey were questioned first in 2001, and again two years later. The second part of the survey shed light on the main factors responsible for the internal and external mobility experienced by these young people at the start of their working lives. The results presented here focus on the fourth and fifth year of these beginners' active lives, so as to rule out the rather erratic events which often occur at the beginning of the transition to work process. The sample studied in this survey consisted of 7 600 individuals who had obtained fairly steady jobs, and who were therefore representative of the 541 000 young people in employment at the beginning and end of the period under investigation.

a solution giving better prospects to young people who are barred from internal mobility opportunities because of their individual characteristics and they types of work they do. However, it may be too early at this stage in working life to detect whether there may exist any external mobility strategies liable to replace the internal promotion route: this which is still is the highway to a successful career.

Arnaud Dupray (Céreq)

Further reading

- L'influence du premier emploi sur la trajectoire professionnelle (The effects of the first job on people's career paths), M. Mansuy, *NEF*, no. 10, Céreq, March 2004.
- Interne ou externe, deux visages de la mobilité professionnelle (Internal and external forms of occupational mobility), T. Amossé, *Insee Première*, n° 921, INSEE, September 2003.
- Transitions et trajectoires sur le marché du travail (Transitions and trajectories on the labour market), J. Gautié, *Quatre pages*, no. 59, Centre d'études de l'emploi, September 2003.
- Les mobilités professionnelles : de l'instabilité de l'emploi à la gestion des trajectoires (Occupational mobility: from temporary work to career path management), Commissariat général du Plan, La Documentation française 2003.

ISSN - 1156 2366

Céreq

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Dépôt légal 4^e trimestre 2006.

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Briefing

Updates

✓ The metropolitan Rennes website : www.rennes-metropole.fr

□ An international symposium on **lifelong learning** was organised by the metropolitan region of Rennes in March 2006. It was attended by 400 participants, including many European speakers, and Canada was also represented. This meeting focused on four main questions. Those who addressed the first question, "What is the reason for lifelong learning?", outlined the concepts involved in continuing vocational training and its implementation in Europe and described the European schemes for developing lifelong learning policies. Martine Möbus from Céreq described and compared the structural links between the French initial and continuing vocational training systems in France and Germany. The next question was "How to bring lifelong learning to life" and in particular, how to make people undergoing initial training aware of the need to go on learning throughout their lives. Hugues Bertrand analysed the effects of ongoing changes and reforms on the links between initial and continuing vocational training. The third question focused on the means of developing access for all to lifelong training. Christine Fournier discussed how and under what conditions lifelong learning might contribute to promoting equal chances between men and women. The fourth point on the agenda, "The local level, a player in lifelong learning" was approached in terms of "the metropolis as a learner" by Gérard Podevin.

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✓ The ITB website: www.itb.uni-bremen.de.

□ The fourteenth meeting on University Vocational Training was organised in Bremen (Germany) in March 2006 by the Institut Technik und Bildung (ITB) at the University of Bremen. These events, which have been taking place every two years since 1980, provide a meeting-point for research workers and practitioners (mostly teachers) working in the field of vocational training, so that they can compare theory and practice and define past achievements and future challenges. This year, the accent was placed on **the links between vocational training, innovation and social integration**. Many other themes were also addressed, such as the recognition of acquired experience, apprenticeship, and the latest proposals for a European Qualifications Framework (EQF) and a system of vocational education and training credits (ECVET). Some broader themes were also addressed, including the ways in which politics, sport, languages and religion can contribute to the integration of populations in difficulty. This meeting also included many workshops and discussions focusing on specific branches of activity. It was attended by approximately 1 500 persons. Speakers included Annie Boudier from Céreq, who took part in the final round table session on European vocational training policies, focusing in particular on the risks to which the German vocational training system might be exposed as a result of these policies.

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Four scientific journals in the field of education and vocational training, *Revue européenne de Formation professionnelle*, *European journal of Education*, *Politiques d'Éducation et de Formation* and *Die Hochschule*, have published a special joint issue on the theme “**Scientific studies in Europe: a challenge for vocational training**”, which is available in French, English and German. This initiative was launched in the framework of the European Network for the dissemination of information in the field of comparative education (REDCOM), which was launched to support the European Community's sixth framework research programme. This joint issue contains an introduction by Bernard Convert, who is also co-author, along with Francis Gugenheim, of a contribution entitled “Scientific vocations in crisis in France: social modalities and mechanisms”, where Bernard Convert and Francis Gugenheim analyse the drop in the enrolment figures in the scientific disciplines which has been going on at French universities since the mid-90s. They describe how this drop has resulted from the development of short professionalising training courses and the decreasing numbers of school leavers with general baccalauréats. In addition, those with the scientific baccalauréat tend to be of more humble origins than previously, their educational level is lower, and they are less inclined to embark on paths which are reputedly more difficult and give lower returns on the labour market. This issue also includes a contribution by Joachim Haas on the cyclic variations in the entries at scientific higher educational establishments in Germany. These variations reflect the current tendency for young people to choose their educational streams for mainly utilitarian reasons. Joachim Haas describes the feedback loop whereby any imbalance on the labour market results directly in a change in the enrolment numbers, which leads in turn to a new state of disequilibrium.

Revue européenne de Formation professionnelle is published by the European Centre for the development of vocational training (CEDEFOP), e-mail: info@cedefop.eu.int, website: www.cedefop.eu.int.

Politiques d'Éducation et de Formation, Paris IX–Dauphine University, place du Maréchal De Lattre de Tassigny, 75116 Paris, phone: 01 44 05 40 01.

The **Bundesinstitut für Berufsbildung (BIBB – the German Federal Institute for vocational training)** has invited fourteen organisations to attend the first meeting of its European network. The BIBB plans to promote joint projects and the exchange of information and human resources in the framework of this network. Céreq's representatives met up here with some of their institution's own partners: *l'Instituto per lo sviluppo della formazione professionale dei lavoratori* in Italy (ISFOL), the *Qualifications and Curriculum Authority* in the United Kingdom (QCA), the *Instituto nacional de las calificaciones* in Spain (INCUAL), the *Centrum voor innovatie van opleidingen* in the Netherlands (CINOP) and the *Nemzeti Szakképzési Intézet* in Hungary (NIVE). There were also participants from other vocational training organisations and bodies providing methodological and technical support in this field, as well as bodies responsible for vocational training matters at various countries' ministries of education. Once the partners had presented their activities, a general debate took place in which various reactions to the *European Qualifications Framework* (EQF) recently proposed by the European Commission were expressed. Common themes were defined at meetings between prospective partners. The INCUAL has already invited all the participants to attend the next meeting, which is to be held in Madrid in June 2007.

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For information about Céreq's international partners, contact www.isfol.it, www.qca.org.uk, www.mec.es/educa/incual, www.cinop.nl and www.nive.hu.

✓ The BIBB website:
www.bibb.de.

New Publications

La méthode ETED. L'analyse du travail aux référentiels d'emploi/métier

[The ETED method. From work analysis to job standards]

> Olivier Liaroutzos, Emmanuel Sulzer (editors)

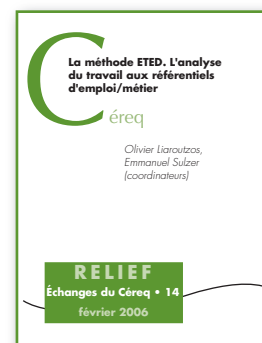
RELIEF no. 14, February 2006

The ETED method, which stands for "standard jobs studied in dynamic terms" is basically a tool for analysing jobs from the point of view of the work involved and how it is actually carried out. This method can be used to perform qualitative prospective studies on jobs and competences. It could therefore be of interest to all those who deal with job and competence management in the world of business, including heads of human resource departments, vocational training decision-makers and consultants, and all those working in the various kinds of organisations dealing with vocational training who are responsible for developing qualifications to match changing patterns of employment and the kinds of work involved. However, this method is not a handy toolbox. It is more of an approach, a mode of analysing work situations viewed as a whole.

The ETED method makes it possible to distinguish the reality of occupations much more clearly, as well as the trends at work, and the possible links

between jobs of different kinds. It certainly makes no claim to novelty, however: after being first drawn up in 1990, it was developed by Céreq and a network of privileged users, and has been used in many methodological and thematic studies. But the advent of predictive methods of managing employment and competences (known as GPEC methods) and the development of Accreditation of prior experience practices has increased the numbers of users liable to make use of the approach to work analysis which is central to the ETED method. Céreq has now published a methodological guide, which is intended to familiarise new users with the concepts and tools involved in this method and its potential uses. This guide provides a response to several needs: those of previous users needing to brush up their knowledge about how to use the method; those of less experienced users in need of guidance; and those of analysts and specialists wanting to take stock of the method, its scope and its limitations.

✓ This publication is available at the Céreq bookstore or by mail order to Marie-Christine Antonucci, Céreq, 10, place de la Joliette, BP 21321, 13567 Marseille cedex 2. Tel. 33 (0)4 91 13 28 89 Fax 33 (0)4 91 13 28 80. E-mail: antonucci@cereq.fr. Orders must be accompanied by payment (please include 4 € for postage and handling).



This publication is available on the Céreq website : www.cereq.fr/net.htm

L'attractivité des entreprises du commerce interentreprises

[The attraction of inter-enterprise commercial business firms]

> Nathalie Moncel

Net.doc no. 20, January 2006

INTERNE "Net.Doc"



This paper is the final report on a survey carried out by Céreq for the French Confederation of inter-enterprise commercial firms to determine how attractive the firms in this sector appear to young beginners on the labour market. In the first part, the author gives an overall picture of youth employment in this sector. The characteristics of the young people leaving the educational system who find employment in this sector are described, as well as the types of jobs they take. These data are compared with data on other commercial sectors and on young people as a whole. The second part of this paper deals with the youth transition dynamics at work, focusing on the moments when the youths in this cohort entered and left this sector, as well as on their mobility between different sectors of activity, and lastly, the variables contributing to the integration of young people at inter-enterprise commercial firms are discussed.

La discrimination ethnique à l'embauche à l'agenda politique belge

[Ethnic discrimination in recruitment practices on the Belgian political agenda]

> Ilke Adam

Since the early 90s, new reasons have emerged to explain the low rates of integration into the labour market occurring among foreigners and Belgians of foreign origin. A study carried out in Belgium by the International Labour Organisation (ILO) showed, using an experimental testing method, that in 30 % of the cases tested, Belgian subjects of Moroccan origin with similar qualifications to the other applicants were subjected to discriminatory practices when they applied for jobs. Although many political opinions have since been voiced on this issue, public policies reducing ethnic discrimination have been rather half-hearted and they are implemented differently in the three regions of the country.

Une double pénalisation pour les non-diplômées du supérieur d'origine nord-africaine ?

[Are women of North African origin with no higher educational diplomas doubly penalised?]

> Alain Frickey and Jean-Luc Primon

Frickey and Primon propose to look more closely at the transition to work period of a group of girls whose parents were born in the Maghreb countries, with a view to determining whether they are doubly penalised because of both their gender and their origins. Their trajectories are compared with those of a group of girls originating from Southern European countries and another group whose parents were born in France. The results show that girls of North African origin are over-exposed to unemployment, that schemes promoting access to employment are unequally distributed and that these schemes often have variable effects.

Discrimination dans l'accès à l'emploi des jeunes d'origine immigrée en suisse

[Discrimination prevents young people of immigrant origin from having access to employment in Switzerland]

> Rosita Fibbi

This paper was based both on the results of a Swiss experimental study in which the International Labour Organisation (ILO) method of testing effective practices (involving simulated *curriculum vitae*) was applied, and on the 2000 national census. It emerges from these combined sources that not only newcomers but also young people who have been living in this country for a long time undergo discriminatory practices preventing them from gaining access to employment, even when they hold the same qualifications as their Swiss counterparts.

L'enseignement : une chance de mobilité sociale pour les jeunes issus des immigrations ?

[The teaching profession: an opportunity for social mobility for young people from immigrant families?]

> Frédéric Charles

How do young people from immigrant families come to be teachers? With a view to answering this question, it is proposed here to first compare the main social characteristics of these young people with those of their peers "of French origin". Secondly, the author describes how factors such as strong family commitment to schooling contribute, and how socialising processes promote the image of the teaching profession by encouraging specific leisure activities. These influences tend to steer young people with immigrant family backgrounds towards this particular walk of life.

Quelle professionnalisation dans le travail social pour les diplômés issus de l'immigration ?

[What professionalising opportunities are available in the social field to graduates from immigrant families?]

> Marnia Belhadj

This work focuses on providing disadvantaged populations inhabiting specific socially and territorially defined areas with social assistance, intervention schemes, harm prevention and outreach support. These activities require special skills and knowhow, such as familiarity with the area and with the social and territorial environment targeted by these schemes. Many higher educational graduates who originated from immigrant families inhabiting these working-class districts and wanted to have their abilities recognised have found an opportunity of using their University qualifications and pursuing their professional aspirations in this context.

Les immigrés accèdent moins à la formation professionnelle continue

[Immigrants have less access to continuing vocational training]

> Didier Gélot and Claude Minni

This paper deals with immigrants' access to continuing vocational training. Like the French population as a whole, immigrants and their oldest and least qualified direct descendants have difficulty in gaining access to vocational training. The author points out that those who have the least access of all to continuing vocational training are in fact immigrants on the whole (regardless of their geographical origins) and the descendants of those originating from the North-African (Maghreb) countries.



■ This issue may be ordered from La Documentation française.

- Issue price: 14.30 €.
- One-year subscription (4 issues): 54 € for France, 57.10 € for Europe, 58.30 € for the French overseas departments and territories, 61 € elsewhere.