

Training & Employment

YOUNG PEOPLE FROM IMMIGRANT FAMILIES From higher education to the labour market

Young people from immigrant families, who are often at a disadvantage socially, pursue their studies beyond the "baccalauréat" less frequently than other school-leavers. Even when they pursue further studies, acquiring higher educational qualifications does not always suffice to wipe out the disadvantages associated with their origins, especially when their families are of North-African origin. Young people originating from the Maghreb countries (see inset), especially the women, more frequently encounter unemployment and insecure conditions of employment, and have greater difficulty in accomplishing the transition-to-work process. Their first job often involves interim or seasonal work, or public schemes promoting youth employment.

Almost 370 000 young people entered the labour market in 1998 after pursuing higher educational studies. The families of 17 500 of them originated from North African countries, and 16 500 from Southern European countries. These are the largest two groups of immigrants in French society, and they are particularly well represented among the young people from immigrant families currently attending higher educational establishments. These young people are of much humbler and more underprivileged origins than their peers whose parents are of French origin. Does going through higher educational streams suffice to abolish the effects of their background when it comes to joining the world of work? This question was worth asking, because even before they enter active life, these children, who have benefited from the democratisation of the French school system, have nevertheless generally taken different training paths from other young people, which foreshadows the difficulties they are likely to encounter on the labour market. It is a particularly relevant question, since it is widely recognised that in recruitment matters, as in general in the world of work, many discriminatory processes come into play, especially as far as people of North African origin are concerned.

The social and educational differences depending on the parents' country of birth

Almost 25% of all young people undergoing higher educational training in France obtain no diploma. This percentage increases to 29% among young people from Southern European countries and to 46% among those of North African origin. These differences are closely correlated with these youths' educational paths, and in many cases, with less favourable social and family conditions.

The children of North African immigrants clearly tend to take longer to pass their "baccalauréat" or to obtain a technological "baccalauréat". On the other hand, most of them study at university, taking degrees in disciplines such as Law, Economics, the Arts and the Human Sciences, whereas half of the youths from French or Southern European families frequent higher educational establishments of other kinds.

The social inequalities associated with the differences in young people's national origins are also extremely marked among those who have pursued their studies beyond "baccalauréat" level. The fathers of those from immigrant families tend more frequently to be labourers. Most conspicuously, however, the families of youths originating from the Maghreb countries have a history of hardship: the fathers are more frequently unemployed or inactive, or may no longer be alive; and the mothers are very often not in activity. These differences in social and economic background (see the figure on page 2), which are known to be factors greatly affecting people's transition to work in general, no doubt largely explain the difficulties encountered by young people of North African origin at the beginning of their working lives.

Another important difference observed is the fact that there are more young women than men of North African origin in each group of higher educational leavers, including those who have continued up to research level, whereas fewer women than men of French and Southern European origin reach this level.

Transition to work more frequently involves periods of unemployment among young people originating from the Maghreb countries

The above differences in terms of socio-demographic characteristics and educational paths result in very different patterns of transition to work among the descendants of immigrants. Upon leaving the higher educational system, young people of Southern European origin show only slightly different transition-to-work patterns from young people with French family backgrounds, whereas young people from North African immigrant families have to overcome much greater difficulties (see table opposite).

The latter take 4 months on average to obtain their first job, as compared with 3.4 months among those in the Southern European group and 3.3 months among those with French parents. Although these differences may not seem to be very large, these mean figures mask great differences: almost 10% of young people of North African origin take more than one year to obtain their first job, versus 6% among those with Southern European or French family backgrounds.

Youth unemployment rates decrease on the whole during the first three years of active life. However, high unemployment rates decrease more slowly among young people of North African origin, whatever their qualification levels. On the other hand, women, who constitute the majority of this particular group, tend to be more severely hit by unemployment than men, which is not the case in the young Southern European group.

Young people of North African origin not only undergo longer periods of unemployment, but they also spend a longer time looking for work. The unemployed spent 9.6 months job-hunting during their first three years on the labour market, versus 7.5 months in the case of young people of French origin and 7.1 months in that of young people of Southern European origin. The difference observed between the groups of North African and Southern European origin, whatever the level of qualification involved, can be taken to reflect the occurrence of ethnic discriminatory practices on the labour market in general, which are particularly conspicuous at recruitment level.

Although young women are more systematically exposed to unemployment than young men on the whole, this gender-related difference is more marked in the population originating from the Maghreb countries than in the other populations studied. 15% of the young women with a North African immigrant background spent more than one year seeking for employment during their first three years on the labour market, as compared with only 10% of their male counterparts. Having a Maghreb immigrant family background therefore seems to further increase the difficulties with which women are already faced on the labour market.

Among these young people, the level of the diploma gained can either shorten or lengthen the time spent looking for work. Those with BTS or DUT diplomas experience less unemployment than those with a diploma corresponding to at least three years' study after the "baccalauréat"; whereas having no qualifications beyond "baccalauréat" level results in maximum periods of unemployment. Here again, this situation is particularly detrimental to the young people of North African origin, since they account for much larger percentages of those leaving the higher educational system with no further educational diplomas.

... and their conditions of employment are more precarious

Temporary work contracts generally await most young people leaving the higher educational system, whether or not they have gained a diploma, when they take their very first job. Here again, however, the risks are not the same for all: short-term contracts, interim missions and State-assisted jobs amount to 61% of the first jobs among youths of French origin, 66% among the descendants of Southern European immigrants and 70% among those with Maghreb immigrant family backgrounds. Although one third of young people of all origins manage to secure short-term jobs, those of North African origin differ from their peers of French and Southern European origin in that the forms of employment they take are mainly of a highly unstable, such as interim and seasonal work and jobs resulting from public employment schemes. These forms of employment account for 41% of all the first jobs obtained by youths of

Foreign origins:

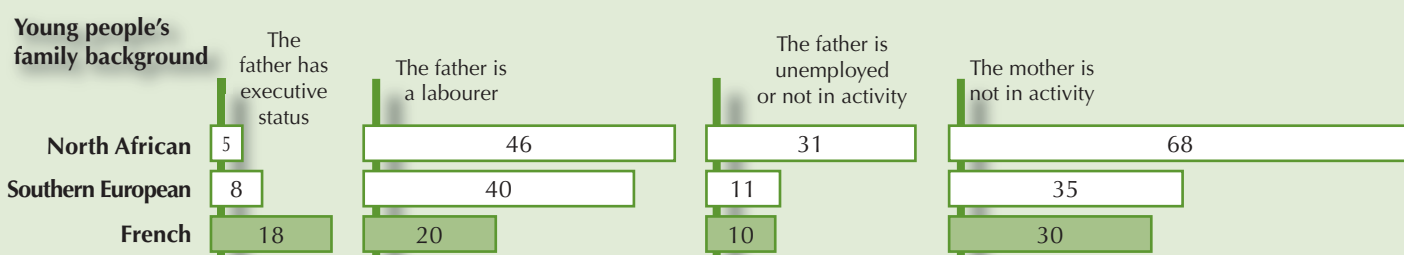
In the "Génération 98" survey (see inset on page 4), young people were taken to be of foreign origin when at least one of their parents was born in a foreign country and not declared "French by birth".

- Young people of Southern European origin were taken to be those having at least one parent born in Spain, Portugal or Italy.
- Those of North African (Maghreb) origin were taken to be those having at least one parent born in Algeria, Morocco or Tunisia.

Any young people having one parent born in Southern Europe and the other in North Africa were taken here to be of North African origin.

- Young people of French origin were taken here to be those whose parents were both born in France or declared to be "French by birth".

Parents' occupational status when their children left the educational system



Study population: young people leaving the French educational system on 1998. Source: the "Generation 98" survey conducted by Céreq in 2004.

Transition-to-work paths of youths from immigrant families: some indicators

Young people's national origins	Diploma level	First job				First three years on the labour market					Numbers involved
		Mean job access time Months	Long access to short-term job* %	Part-time work %	Interim work %	Mean time spent job-hunting Months	Mean time spent job-hunting by the unemployed** Months	Never unemployed %	Unemployed for more than one year %	Took State-assisted jobs %	
North African countries	Bac (*) + 3 yrs or more	3,9	12	19	7	4,5	9,8	54	13	13	4 425
	Bac + 2 yrs	3,5	15	15	21	3,3	7,4	56	8	18	5 012
	Bac	4,4	20	29	23	5,5	10,7	49	16	30	8 126
	Total	4,0	17	27	19	4,6	9,6	52	13	23	17 563
Southern European countries	Bac (*) + 3 yrs or more	3,5	15	25	7	2,9	7,9	63	7	12	5 733
	Bac + 2 yrs	2,7	16	18	29	2,4	5,4	56	5	11	5 971
	Bac	4,0	16	27	26	3,9	8,4	54	10	22	4 753
	Total	3,4	16	23	21	3	7,1	58	7	14	16 457
France	Bac (*) + 3 yrs or more	3,4	13	18	7	3,1	7,8	61	8	9	122 079
	Bac + 2 yrs	2,7	13	13	18	2,7	6,4	58	5	12	122 650
	Bac	4,1	17	25	19	4,1	8,9	55	11	24	73 914
	Total	3,3	14	18	14	3,1	7,5	58	8	14	318 643
• Gender											
North African countries	Females	4,8	19	27	14	5,2	10,1	48	15	26	10 358
	Males	2,9	13	16	26	3,7	8,7	57	10	18	7 205
Southern European countries	Females	3,7	16	31	13	3,3	7,4	56	8	17	9 324
	Males	2,9	15	12	31	2,7	6,6	60	6	11	7 133
France	Females	3,5	14	23	10	3,5	7,9	55	9	16	172 897
	Males	3,0	13	11	18	2,7	7,1	62	6	11	145 746

(*) bac = abréviation de baccalauréat
 *Access to short-term employment (less than one year) took more than three months.
 ** Unemployed = young people with at least one period of unemployment during their first three years on the labour market.

Study population: young people leaving the French educational system in 1998.
 Source: the "Generation 98" survey conducted by Céreq in 2004.

Maghreb immigrant origin, versus 33% and 26% in the case of those whose families are of Southern European and French origin, respectively.

Public schemes promoting employment provide youths of Maghreb origin, especially those who have left higher educational establishments without obtaining a diploma, with useful stepping-stones: schemes of this kind (which were mainly youth employment schemes) gave 17% of them access to their first job (versus 13% of those of other origins). Youths of Maghreb origin recruited in the framework of the "New Services-Youth Employment" scheme mostly (59%) obtained jobs as educational assistants at State educational establishments. However, although youth employment schemes were intended to give their beneficiaries professionalising work experience during a medium-length stabilising period of 5 years, they do not always open the same possibilities as qualification contracts, which provide means of acquiring work experience which is recognised and properly accredited. Now it so happens that few of the youths of Maghreb origin who had access to schemes promoting employment actually benefited from qualifying contracts.

The various measures promoting employment are perceived by these young people, most of whom are

of quite humble social origins, as a means of acquiring work experience which compensates for their lack of networks giving access to employment. The lack of social capital is particularly detrimental to the descendants of Maghreb immigrants, whose parents were hit by the restructuring of the French economy and were often either unemployed or not in activity when their children entered the labour market.

Although most young women obtain their first job via State-assisted employment schemes, this applies particularly to those from North African families. Lastly, although young people with low qualification levels are strongly involved in interim and part time work, those who have pursued their studies up to higher levels do not escape short-term employment of this kind. There exist huge gender differences, however, between the modes of access to the first work contract: young men tend to take interim jobs, and young women, part-time jobs. In both cases, youths of immigrant origin, especially those from Southern European families (see table below) are the main category involved. Taking interim jobs may well serve these youths as a transition-to-work strategy: obtaining multiple job experience might in a way compensate for the lack of relational networks, or the inefficiency

of those available, and help to overcome the reticence and the prejudices of future employers by providing proof of their employability.

After three years on the labour market, the disparities are still conspicuous

The vast majority of youths who left the educational system in 1998 after completing higher educational studies were in employment three years later (see inset opposite). Those who were still unemployed accounted for 4.5% among the youths of Southern European origin, 5.6% among those of French origin, and 10% among those originating from the Maghreb countries. The disparities in terms of employment therefore continue to weigh against those of North African origin, despite the fact that acquiring higher education is supposed to make for stabler employment conditions and higher diploma levels are supposed to ensure easier access to employment.

After the first three years on the labour market, the percentage of young people working under State-assisted employment contracts was found to increase among those of North African origin and to remain stable in the other groups: it amounted to 17% in the former group and to 8% and 9% in the French and Southern European groups, respectively. And in the North African group, the majority of those benefiting from contracts of this kind were women. Youth-employment contracts attract women all the more since they are one of the rare schemes enabling them to join the labour market without the help of networks and to compensate for the inequalities from which they suffer doubly as females and children of immigrants. It is to be feared that the closure of these schemes may bar members of this group from transition to work and increase the numbers in unemployment.

Job status can be seen to depend on the diploma level not only at the first recruitment, but throughout the first few years of working life. Young people who went on studying for at least 4 years after the "baccalauréat" were able to significantly consolidate their executive status: 72% of the young people of North African origin with post-graduate diplomas obtained jobs at top

executive level within the first three years of their active lives. This percentage is 4 and 8% lower, however, than that recorded among those whose parents were born in Southern Europe and France, respectively. A strong correlation can nevertheless be seen to exist between diploma level and social status, whatever the graduates' family origins.

The problems encountered early in their active lives by young people of North African immigrant origin with higher educational qualifications therefore seem to be due to the difficulty of gaining access to employment. Their unemployment rates, the time spent looking for work and the use made of State-assisted employment schemes all reflect the obstacles encountered by these youths at the start of their working lives, which they attempt to overcome by taking specific forms of employment exposing them to a greater risk of occupational instability.

The inequalities associated with these young people's national origins are also attributable to their lack of social, educational and relational capital, as previous authors have often pointed out: handicaps of this kind can make these youths particularly vulnerable as they embark on their working lives. It is also necessary to take into consideration the approaches and strategies used by these young people, and to remember that employment agencies are sometimes to blame for recruitment practices and that staff management policies can also have direct or indirect discriminatory effects which are particularly detrimental to the children of North African immigrants.

Alain Frickey (CNRS, URMIS-SOLIIS),
Jake Murdoch (Céreq-IREDU-CNRS)
and Jean-Luc Primon (Université de Nice-
Sophia Antipolis, URMIS-SOLIIS).

For further information

- *Les débuts dans la vie active des jeunes issus de l'immigration après des études supérieures.* (The transition to work of young people from immigrant families who have studied at higher educational level), A. Frickey, J. Murdoch, J.-L. Primon, *NEF*, n° 9, February 2004.

Further reading

- *80 % d'une génération au bac... et après ? Les enfants de la démocratisation scolaire* (If 80% of a generation pass the «baccalauréat», what happens afterwards? The children of educational democratisation), S. Beaud, Paris, La Découverte, 2002.
- *Les enfants d'immigrés sur le marché du travail : les mécanismes d'une discrimination sélective*, (Children of immigrants on the labour market: the mechanisms underlying selective discrimination), R. Silberman in *Immigration, marché du travail, intégration*, F. Héran (coord.), Commissariat général du Plan, 2002.
- *Jeunes issus de l'immigration. De l'école à l'emploi.* (Young people of immigrant origin. From school to employment), F. Aubert, M. Tripier, F. Vourc'h, L'Harmattan, 1997.
- *L'insertion des jeunes d'origine étrangère* (The transition to work of young people of foreign origin), M. Viprey, Les éditions des Journaux officiels, collection « Avis et rapports du Conseil économique et social », no. 12, 2002.

A look at the transition to work of young people with higher educational qualifications

The data presented in this issue were based on the "Génération 98" survey carried out by Céreq in spring 2001 on the educational paths and the first few years on the labour market of the generation of young people who left the French educational system in 1998, whatever level they attained and whatever channels they took. The questionnaire used in this survey included questions about the national origins of those who participated. Since the numbers of young people from immigrant families questioned were fairly small, only two groups were used to make comparisons: those of Southern European origin and those of North African (Maghreb) origin (see definition on page 2).

The analyses presented here were based on the work of the Study group on "Integration and social differentiation" which was set up in the framework of the "Génération 98" survey. These conclusions focusing on young people who obtained higher educational qualifications after passing the "baccalauréat" are also based on the work of the "Higher Education" Study Group set up at Céreq in 1993.

- The main results of the "Génération 98" survey can be consulted on the Céreq website: www.cereq.fr, under the heading "Bases de données" (databases).
- Information about the "Higher Education" Study Group can be obtained on the following website: matisse.univ-paris1.fr/gtes.

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10, place de la Joliette,
BP 21321,
13567 Marseille cedex 02.
Tél. 04 91 13 28 28.
Fax 04 91 13 28 80.
<http://www.cereq.fr>

Briefing

■ For further information, contact:

J.-L. Kirsch (Céreq),
e-mail : jlkirsch@cereq.fr,

■ I. Tramontano (ISFOL),
e-mail :

i.tramontano@isfol.it.

■ ISFOL website:
www.isfol.it.



■ For further information, contact:

J.-F. Giret (Céreq),
tél. 04 91 13 28 28,
e-mail : giret@cereq.fr.

■ The Krivet (Korean Research Institute on Vocational Education and Training) can be consulted via its internet site:

www.krivet.re.kr/krivet-hm/eh/index.htm.



■ For further information, contact:

O. Maurice, Chief coordinator at UEFO,
24 avenue de Virecourt,
33370, Artigues-près-Bordeaux,
tel. 05 56 77 33 33,
fax : 05 56 40 89 96,
o.maurice@mps-aquitaine.org

Updates

On 27 and 28 September 2004, a delegation from the *Istituto per lo sviluppo della formazione professionale dei lavoratori* (ISFOL) – a public organisation conducting vocational training surveys and research, which was created in Italy in the early 70s – paid a visit to Céreq with a view to defining common lines of research. This delegation, composed of the Director General, Antonio Francioni, and three members of the Institute, Giorgio Allulli, Gabriella di Francesco and Ismène Tramontano, were particularly interested in the work carried out at Céreq on adult vocational training, the efforts made to provide statistical pictures of specific sectors, the

validation of experience and the occupational standards which have been set up.

At the end of this visit, it was agreed to develop opportunities for cooperation by setting up two joint work groups focusing on continuing vocational training surveys at European level and comparing the methods used to set up reference activities and skills on which certification standards can be based.

Lastly, Céreq and the ISFOL plan to study the possibility of preparing joint tenders for European and international projects and producing co-authored scientific publications.

To celebrate its seventh anniversary, the Krivet (Korean Research Institute on Vocational Education and Training) held an international symposium in November 2004 on the links between higher education and the labour market. The main topics on which this symposium focused were the transition to work of higher educational graduates and the extent to which they meet the labour market requirements in the member countries of the OECD (Organisation for Economic Co-operation and Development). Those invited by the Krivet to report on the latest developments in their respective countries included experts from Australia, Germany, Japan, China and France, which was represented by Jean-François Giret from Céreq.

Richard Yelland, Head of the Education Management and Infrastructure Division at the OECD, opened the meeting by describing the efforts made by OECD member countries in

higher educational matters. He also stressed the need for many countries to improve the autonomy and the diversity of their higher educational systems. The higher educational reforms undertaken in each country were then discussed. Although it was generally agreed that the development of short professionalising higher educational courses seems to provide a suitable response to the production needs, the question of longer higher educational curricula and their links with the labour market gave rise to much more debate. These discussions centred mainly on finding a new balance between high-quality academic teaching, which often tends to be too remote from labour market requirements, and professionalising training courses focusing too narrowly on specific competences which do not equip their students with a wide enough range of knowledge in various fields.

The theme of the tenth meeting of the University for Vocational Training, Education and Orientation (UFEO) which took place in November 2004 in Artigues-près-Bordeaux was "Work, occupations and qualifications: what are the values and responsibilities involved these days?". This meeting focused on the new picture of work emerging as the result of economic changes and the ensuing challenges in terms of vocational training, education and orientation/career guidance? The question of values and responsibilities was addressed here in order to grasp the complexity of ongoing changes and to raise some fundamental questions about their significance. This three-day meeting included lectures and workshops chaired by speakers

from France and other countries, who presented various viewpoints. This open forum with a broad international scope made it possible to approach the issues discussed from refreshingly new angles. Michel Théry from Céreq, Catherine Agulhon from University of Paris V, Bernard Perret from Ponts et Chaussées, Sandro Cattacin, from the University of Geneva, Pierre Boisard from the Centre d'études de l'emploi, and Otmame Bouab from Cadi Ayyad University in Marrakech, led the debates on the social value of work and the reduction of working hours, the possible ways of facilitating transition to work and the various forms of discrimination weighing against those in search of employment.

Les débuts de la vie active des jeunes issues de l'immigration après des études supérieures

[Young People of Immigrant Origin and the School-to-Work Transition Following Higher Education]

> Alain Frickey, Jake Murdoch, Jean-Luc Primon

NEF no. 9, February 2004

What is the nature of the school-to-work transition following higher education for young people of immigrant origin from North Africa (Algeria, Morocco, Tunisia) and Southern Europe (Spain, Italy, Portugal)? Following a presentation of the socio-demographic and academic features of this population, the authors show first of all that the likelihood of exiting higher education without a diploma varies considerably depending on the country of origin. They then focus on the waiting period for a first job, which is more difficult for young people of North African origin than those coming from Southern Europe or France. They conclude by analysing the first three years of working life: among the groups studied, the young women, and especially those of North African origin, face the longest periods of unemployment, are more often employed part time and are frequently hired through subsidised employment schemes.

L'influence du secteur du premier emploi sur la trajectoire professionnelle

[The influence of the initial employment sector on career paths]

> Michèle Mansuy

NEF no. 10, March 2004

Taking company human-resources-management practices to be relatively homogeneous within a given activity sector, Mansuy evaluates the impact of initial employment sector on the subsequent trajectories of young people exiting initial training. Bringing out the fact that the sectors vary greatly in their ability to integrate and hold onto beginners, she suggests a four-part typology. The "sectors with privileged initial access" manage to retain beginners who enter them but show little openness to those who have held a first job elsewhere. The "sectors with postponed access", by contrast, give priority to those who have begun working in another sector. The "transit sectors" offer less-than-average stability and receive fewer young people coming directly from another sector. Last of all, the "attractive sectors" stabilise their beginning labour force while integrating more than the average of young people who have gotten their start elsewhere.

Alternance[s]. Synthèse de vingt ans de développement en France et à l'étranger

[Alternating training(s). Twenty Years of Development in France and Abroad]

> Claudine Romani

NEF no. 11, March 2004

In contrast to countries of Germanic and Anglo-American culture, France was long considered the emblematic case of State centralisation with a predominance of school-based vocational education and training. Since the 1980s (marked by the arrival of the Socialist government of François Mitterrand) public authorities and the actors concerned have been attempting to develop alternating training in a variety of forms. A historical survey of its evolution in France reveals major transformations. Schemes for labour-market entry through alternating training with work contracts have come to reinforce public employment policies and in the process, they have modified the relative status of different training streams. The skilling contract has thus come into "competition" with apprenticeship to the point of being seen as a brake on the latter's development. The economic recovery of the 1990s gave rise to new impetus for alternating training programmes and new populations of young people have been drawn to these contracts. Over the past few years, apprenticeship has again been repositioned through its extension to all levels of training and enjoys a revival of interest through new alternating training schemes such as the professionalisation contract.

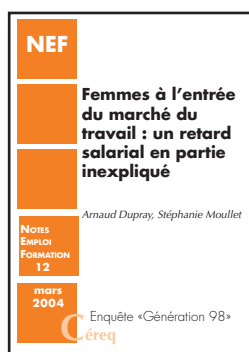
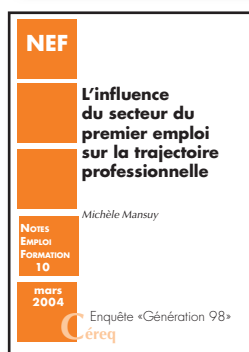
Femmes à l'entrée du marché du travail: un retard salarial en partie inexpliqué

[Women Entering the Labour Market: A Wage Gap Which Remains to Be Explained]

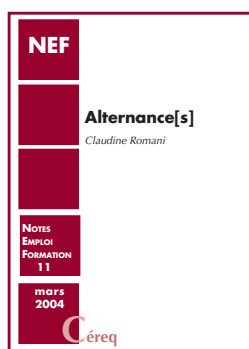
> Arnaud Dupray and Stéphanie Moullet

NEF no. 12, March 2004

Dupray and Moullet analyse the source of wage disparities between men and women who have been employed in the private sector during the first three years of working life. The authors rely on a method separating the consequences of individual differences or the nature of the job itself (diploma, work experience during studies, type of work contract, company size, working hours, etc.) from the result of different remuneration of these features. They also carry out separate analyses for young people who have been mobile and those who have remained in a single company. Their study shows that, relative to their male counterparts, the young women face a wage lag of about 10 percent at the time of hiring and that this disparity increases during the first three years of working life. With regard to the comparative effects of stability, the study shows that while the best path for men consists of changing employers, women are well advised to remain where they are.



«Génération 98»
«Génération 98»



Décalages entre emploi et formation.

Comparaison des emplois aidés et non aidés

[Disparities Between Employment and Training. A Comparison of Subsidised and Un-Subsidised Jobs]

> Laurence Lizé

NEF no. 13, April 2004

Through an analysis of the first three years of working life, Lizé considers the downgrading on hiring of young people benefiting from subsidised job schemes. In order to perceive various aspects of the downgrading, the author combines a statistical approach with a subjective one focusing on the employees perceptions. She shows that subsidised jobs protect from downgrading in the case of young people with two years of post-secondary education or less, thus confirming that such jobs are intended for those with few diplomas. The study also explores the factors likely to explain the disparities between training and employment. In statistical terms, a period of unemployment incites the young people to accept the jobs proposed, regardless of their qualification level. The subjective approach sheds further light on the question: young people in subsidised jobs are much more likely to consider themselves below their level of competence than other employees. Job solidarity contracts, youth jobs, skilling contracts, adaptation contracts, apprenticeship and other subsidised job schemes form a highly segmented whole which the author also explores in detail, thus providing a varied range of paths for future analysis.

Formation et professionnalisation des nouveaux conseillers de l'ANPE

[Training and Professionalisation of France's New Job-Centre Counsellors]

> Alexandra d'Agostino, Christophe Guitton and Agnès Legay

NEF no. 14, April 2004

In 2002, the ANPE, the national job centre, asked Céreq for an evaluation of the new forms of training given to counsellors upon their recruitment. The analysis dealt with the implementation and results of changes introduced at the time of a massive hiring of counsellors tied to the PARE (Assistance Plan for Employment Re-Entry). Three questions were privileged: the articulation between components of the training programme (general, technical and in-service); the organisation of alternating training and in-service apprenticeships; and the effectiveness of the training, in terms of both the immediate operationality of the counsellors and the transmission of a "general professional culture" providing them with a base for the development of their professional know-how. The evaluation relied on two complementary tools: in-depth interviews with participants and a questionnaire addressed to the 3,000 agents involved in this training programme. This publication is divided into three parts: the first addresses the structure and implementation of the training programme, the second considers in-service apprenticeship and the articulation between the different training components, and the third analyses the effectiveness of the training in terms of its impact on the professionalisation of the new counsellors.

Comment interpréter les disparités locales d'insertion des diplômés du supérieur ?

[How Should We Interpret Local Disparities in the Labour-Market Entry of Higher-Education Graduates?]

> Daniel Martinelli (ed.)

RELIEF no. 3, Céreq, April 2004

In order to compare regional and local findings concerning the labour-market entry of recent higher-education graduates, four French universities—Lille 1, Nice-Sofia Antipolis, Bourgogne and Mans—carried out an extension of Céreq's 1997 national survey. The resulting observation of local differentials in labour-market entry permitted the evaluation of the influence of three factors: differences in training supply, students' socio-demographic profiles and their geographic mobility at the time of entry into the labour market. The application of econometric models shows, however, that the influence of these three factors is not sufficient to explain the differentials observed and that there is in fact a specific territorial effect. The investigations will thus be continued with the use of multi-level techniques of analysis and the introduction of variables defining the geographic areas concerned more precisely and taking into account unemployment and the dynamics of the school-to-work transition.

Genre et données longitudinales. Xles journées d'analyse longitudinale du marché du travail

[Genre and Longitudinal Data. Eleventh Workshop on the Longitudinal Analysis of the Labour Market]

> Alain Degenne, Jean-François Giret, Christine Guégnard, Jean-Jacques Paul and Patrick Werquin (eds)

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The eleventh longitudinal analysis workshop featured thirty-two papers dealing with approaches to gender differences in training and employment. These contributions are presented here under the headings of the seven workshop sessions: gender and labour market in Europe, women and business, the modern times of female employment, does labour-market entry have a gender?, training/labour-market-entry policies in face of equality, work-family-career and a woman's-eye view of compromises. By way of conclusion, Alain Degenne asks, "If we accept that becoming a woman on the labour market does not simply mean resigning herself to being a patient but that, in the various contexts such as they are, it can also mean behaving as an agent, in other words, expressing her freedom, what observation tools should we be using to study her?"

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Quelles mobilités géographiques en début de vie active ?

[Early patterns of geographical mobility]

> Gilles Margirier

When young people are embarking on their working lives, should they move house (residential mobility) or commute (commuting mobility) to be able to work? Based on the results of Céreq's "Génération 98" survey, several forms of mobility (residential, commuting, inter- and intra-regional, short- and long-distance mobility) were distinguished, involving changes of employment district and not just changes of region or administrative department. The corresponding levels of qualification, types of employer, professions, and regions of origin are also identified.

L'empreinte du contexte régional sur l'insertion professionnelle des jeunes

[The effects of the regional context on youth transition to work]

> Celine Gasquet and Arnaud Dupray

The professional paths of young secondary school leavers depend on the local labour markets, which do not all function in the same way. When the economic situation is particularly arduous in a given region, the most visible individual factors such as gender and the most obvious factors such as the level of vocational training weigh more heavily. Under more favourable regional conditions, however, more discrete individual attributes such as details of the educational background have stronger effects on young people's access to employment.

La mobilité géographique en début de carrière : un moteur de réussite ?

[Early geographical mobility: the way to a successful career ?]

> Cathy Perret and Valérie Roux

Young higher educational graduates often have to move to another region at an early stage in their careers. However, the regions which gave these young people their training would like to keep them in their home territory. It is therefore fundamental to understand the underlying reasons for these migrations and their effects, especially as they are often thought to give people starting their working lives an extra asset. It turns out, however, that mobility is not always synonymous with greater professional success. The success rates actually depend strongly on the type of mobility and on the regions involved.

Les jeunes dans l'espace rural : une entrée précoce sur le marché du travail ou une migration probable

[Young people in rural areas: early transition to work or probable migration]

> Jean-Jacques Arrighi

Young people inhabiting rural sectors tend to be more attracted than their urban counterparts towards vocational training. Obtaining professional qualifications after a short course of study seems to be a sufficiently valid passport to the world of work for young people to be able to at least go on living in their native rural environment. Not only the studies themselves, but especially the students' subsequent working lives often involve some mobility, since it is difficult to put higher qualifications to use in rural places. However, girls embark on long courses of study relatively more frequently in the country than in the towns because they have much fewer job opportunities on the local labour market than boys. French public policy on "equality of access to training and employment" needs to be revisited in the light of these territorial aspects.

La reproduction sociale s'inscrit dans le territoire

[The process of social reproduction compared between several territories]

> Yvette Grelet


Since the socio-productive structure of a territory contributes to shaping the educational paths as well as the transition experiences of its inhabitants, the territory can be said to mediate the social reproduction processes at work. The social stratification mechanisms occurring within a territory are therefore approached here from the point of view of the vocational training level reached, but also in terms of other factors differentiating between paths, such as the type of training course taken, the field of specialisation and the mode of acquisition, in the case of vocational training. This study was based on data from the "Génération 98" survey carried out by the Céreq and related to six socio-economically homogeneous employment basins into which the whole France was subdivided for this purpose.

La difficile reconversion de l'horlogerie franc-comtoise vers les microtechniques

[Clockmakers in the Franche-Comté region have difficulty reconverting to microtechniques]

> Sophie Bergeon-Carel and André Larceneux

In the 1970s and 1980s, the French clockmaking industry underwent some tremendous upheavals which led the whole industry to make a gradual shift towards microtechniques. This shift was actually anticipated by the technical educational system, which adapted its curricula and professional tracks to the new post-clockmaking era long before the industrial sector became aware of its advent. Although the vocational training sector has been evolving for the last thirty years, divergences between the logics adopted by the production and educational systems are still causing problems of adaptation.



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