

correlation between personnel mobility and the share of employees with fixed-term contracts (*contrat à durée déterminée*, CDD) within these movements: the greater the workforce turnover, the greater the share of CDDs, whether in recruitment or departure.

The importance of CDDs in these labour flows is particularly marked in retail trade, where 75 percent of the new arrivals and 65 percent of the departures have this form of contract. However, the overwhelming majority (92 %) of the sector's employees have unlimited-term contracts, which means that job insecurity affects new recruits most of all, while personnel with greater seniority enjoy more stable contract conditions. Even so, this stability coexists with a high rate of part-time work (25 %). These general characteristics are largely influenced by mass-market retailing, where there is greater labour turnover than elsewhere: four out of five new recruits are on CDDs and more than a third of the employees work part time. On the other hand, these features are much less pronounced in the other retail sub-sectors and notably in neighbourhood food shops.

Wholesale trade does not show a great deal of mobility or, by extension, a high proportion of CDDs in labour movements. On this point, it falls within the industrial average. Similarly, it has modest recourse to part-time work (8 % of the employees). But its sub-sectors with the greatest mobility follow the rule, as is the case with wholesale food products, where labour movements are high and nearly three-quarters of new recruits are on CDDs. This is, moreover, the only trade activity where the recourse to temping is far from negligible (over 4 % of the employees). These management practices allow the sub-sector to adapt itself to a particularly unstable market. At the opposite extreme, wholesale businesses in non-agricultural intermediate products and industrial equipment show a relatively low rate of labour turnover (29 %) and thus a lower proportion of CDDs among new recruits (49 %) and departures (28 %), as well as among the workforce as a whole (6 %).

### Accelerated Creation of New Companies

Another area where retail and wholesale trade show a certain homogeneity is that of business start-ups. In both sectors, new companies emerge at an ever-increasing pace—40 percent of the structures are less than five years old. On the other hand, the nature of the business start-ups is not the same in the two sectors. In retail trade, what is involved is essentially the take-over of an existing activity, while in the wholesale sector there is a veritable creation of a new structure. As a corollary of this high turnover, however, less

### Statistical Portraits of the Industrial Sectors

In collaboration with the General Directorate for Employment and Vocational Training at the Ministry of Labour, Céreq has developed a series of 'statistical portraits' of the sectors based on a synthesis of data from the major public statistics systems established by UNEDIC (the private body which administers unemployment insurance in the manufacturing and trade sectors), INSEE (the National Statistics Institute), the Dares (Department of Research and Statistics at the Ministry of Employment and Solidarity) and Céreq. These portraits, elaborated in 2001-2002, cover twenty-three industrial sectors which have been broken down into sixty sub-sectors through a more detailed classification system. They bring together available information on the use and replacement of the workforce and the characteristics of the economic apparatus. On the basis of detailed information, organised in the form of historical series going back to 1994 for the most part, Céreq has extracted a number of indicators which are available (in French) on the centre's website:

[www.cereq.fr](http://www.cereq.fr), heading "Etudes et recherches".

The data presented in this issue of *Training and Employment* are drawn from the 'Retail trade and repair of domestic goods' and 'Wholesale trade' statistical portraits, which bear on the 1993-2001 period. In the resulting analysis of these two sectors and their different sub-sectors, certain small sub-sectors which do not have sufficient numbers of personnel to guarantee the statistical reliability of the data (100,000 employees) have not been considered individually.

than half of the new companies survive more than five years. But this apparent vulnerability hides significant differences as well.

Thus, in wholesale non-food consumer goods, but also in neighbourhood food shops, the turnover of the structures is considerable; many companies are created each year but few survive more than five years. At the other extreme, the predominantly food hypermarkets, like the pharmacies and medical equipment stores and perfume shops, are much more stable: there are only half as many newly created structures as in the industrial sector as a whole, and most of them survive more than five years. These same features are found in one wholesale sub-sector, that of non-agricultural intermediate goods and industrial equipment.

The volatility of the companies appears to echo the labour movements. Everything seems to go faster in neighbourhood food shops or personal goods; at the other extreme, things are relatively stable in pharmacies or in wholesale non-agricultural intermediate goods and industrial equipment.

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# Training & Employment

## BETWEEN WHOLESALE AND RETAIL, THE MANY FACES OF AN INDUSTRIAL SECTOR

*The trade sector covers a field of highly diversified activities, in terms not only of products—from food products and pharmaceuticals to furniture and industrial equipment—but also of marketing procedures—wholesaling and retailing—and the size of its companies. And it is also an extremely vast field in terms of personnel, for it employs the largest number of wage-earners in France and includes a great number of self-employed persons. Reflecting this variety, its forms of labour management are quite diverse as well.*

In France, trade is the field of private-sector activity which employs the largest number of people. With nearly 2,400,000 wage-earners distributed over more than 300,000 establishments, plus more than 370,000 self-employed persons, it represents 16 percent of all private-sector wage-earners and 20 percent of the establishments employing them.

This field of activities covers economic realities which are quite varied, however. The system of marketing the goods constitutes a major dividing line, with retail trade on one side and wholesale on the other. These two sectors differ at a number of levels: the geographic distribution of the jobs and the proportion of self-employed persons, but also the occupations they involve and the kinds of personnel or their mobility. In addition, retail and wholesale trade are themselves far from homogeneous and each sector includes sub-sectors with distinctive features (see Table pp. 2 and 3).

### Two Geographies of Employment

The geographical distribution of the two sectors is different. Jobs in retailing are dispersed over the whole of the territory. Because of the need for proximity to customers, their distribution reflects population density, even if they are slightly less concentrated in the Ile-de-France region than the jobs in other industrial sectors (21 % versus 25.5 %). By contrast, wholesale trade is over-represented in the greater Paris area, which concentrates a third of its wage-earners, and close to half for non-food consumer goods. There are certain exceptions to this overall picture, notably in relation to the goods involved. Thus, jobs in the wholesale food products trade tend to follow the distribution pattern found in the retail counterpart. On the other hand, jobs in textile, leather and shoe retailing are more concentrated in the Paris area.

### Specific Forms of Recourse to Self-Employment

In terms of salaried employees, retail and wholesale trade show a comparable evolution, albeit within slightly different time frames. After a period of intensive job creation—until 1999 for the former and 2000 for the latter—both continue to increase the number of wage-earners but at a less steady rate.

Beyond this similarity, however, the percentage of salaried and non-salaried employees differs sharply from one sector to the other, with considerably fewer self-employed persons in wholesale trade (7.5 %) than in retailing (17 %). There are also significant variations within the retail sector, however. With the exception of the particular case of the pharmacies, two contrasting situations emerge: that of the hypermarkets, where work is organised almost exclusively around salaried employees (7 out of 10 jobs), and

that of local food shops, where the activity is still structured around a sizeable core of non-salaried workers (41 % of the personnel). There are fewer self-employed persons in textile, leather-goods and shoe retailing, as well as in furniture, household equipment and do-it-yourself businesses, but they still account for a significant share (20 % and 14 %).

## Two Occupational Worlds

In terms of occupations, retail and wholesale trade also constitute two highly dissimilar entities. In the former, 34 percent of wage-earners are salespersons, 14 percent are self-service assistants (SSA) and 10 percent fall into the intermediate occupation category (store supervisors, for example). These three occupational families, which include nearly six out of ten wage-earners, constitute the hard core of retail trade. In practice, however, this occupational convergence is more apparent than real. In the hypermarkets, the cashiers and SSAs account for nearly 45 percent of the jobs. The proportion of sales personnel, by contrast, is relatively low (17 %), while it is considerably higher in local food shops (45 %) and even more so in textile and leather-goods businesses (58 %). Pharmacies, medical equipment stores and perfume shops constitute a separate sub-sector where two-thirds of the employees are medical or paramedical personnel.

In wholesale trade, the range of occupational families seems much greater. Sales representatives, who constitute the largest group,

account for 16 percent of the personnel. No only do the five most frequent occupations account for less than 45 percent of the jobs (as opposed to nearly 60 % in retail trade) but they correspond to particularly heterogeneous profiles. There are more secretaries—and more broadly, administrative personnel—than salespersons. Employees with functions related to logistics (packers, drivers) are as numerous as sales representatives and sales managers or technical sales managers.

The occupational world of wholesale trade is thus divided into two main groups—managers and intermediate occupations on the one hand and subordinate posts, mainly composed of operatives on the other. But depending on the goods, one or the other group predominates. Thus, operatives are preponderant in wholesale food products (48 % of the jobs) while managers and intermediate occupations pole predominate elsewhere (47.5 %).

## A Wide Variety of Recruitment Practices

The job structure in each of the sectors is also reflected in the recruitment of young people who are fresh out of high school. Thus, retail trade, which has a greater number of employees, hires young people with a training level which generally does not go beyond the *baccalauréat* (80 % of entry-level recruitment). The bipolar structure of wholesale trade is similarly reflected in a large share (52 %) of the recruitment of young people with a vocational certificate (CAP) or

*baccalauréat* on the one hand and a large number of beginners with at least two years of training after the *baccalauréat* (40 %) on the other.

If wholesale trade recruits beginners whose overall training level is higher than their counterparts in retail trade, it also hires a larger share of experienced personnel who probably face fewer requirements in terms of diplomas. Nor is this sector particularly young, for it recruits fewer beginners than retail trade. But it pays them considerably better—from 15 to 20 percent more at an identical level of training. On the other hand, retail trade offers an important outlet for young people who have just finished their studies: 19 percent of the generation exiting initial training in 1992 went through this sector during their first five years of working life (compared to 6 % for wholesale trade) and 11 percent found their first job there (compared to 3 % in the wholesale sector).

## Distinct Populations

Those working in retail trade are generally younger, but also more mobile and more often female than those in wholesale trade (cf. Table below). Certain retail sub-sectors, such as textile and leather goods, pharmacies and perfume shops, are even 'hyper-feminised'. Others, however, such as household equipment and neighbourhood food shops, are more likely to attract men.

Beyond the workforce profiles proper to each of the two main sectors, certain nuances may be observed within each one. In retail trade, the predominantly food hypermarkets draw a

population which is mainly female (65 %) and particularly young (42 % under 30 years of age and 27 % over 40), with an extremely high turnover rate (66 %). By contrast, in the neighbourhood food shops, the population is more often male, older (48 % are over 40) and less mobile (48 %). These features are related in part to the greater number of self-employed persons in this sub-sector, given that the latter are generally older and more often male than their salaried counterparts.

In wholesale trade, the population pyramid is relatively homogeneous and comparable to that of the labour force as a whole. But if men are more numerous overall, there is a greater mixture of men and women in non-food consumer goods. Similarly, if mobility is generally moderate, practically the same percentage of workforce movements may be observed in wholesale food products (44 %) and neighbourhood food shops. These ties between wholesale and retail trade may be explained by the influence of the distribution strategy, which is tied to the nature of the products sold, on labour management.

## Two Forms of Labour Management

In spite of its heterogeneity, the trade sector is nonetheless marked by one constant: little recourse to temping. Only 2.9 percent of wholesale employees and 1 percent of retail employees are temporaries, compared to an average of 3.4 percent for the industry as a whole. On the other hand, there is a close

\* Employee turnover rate: average of the number of employees recruited and those leaving the enterprise, divided by the total number of employees. Sources: MES-DARES "DMMO-EMMO" (monthly and quarterly declarations of labour movements), UNEDIC, INSEE "Employment" survey and company demography files. Treatment: Céreq.

\*\* The 'other sub-sectors' of retail and wholesale trade, owing to the limited number of their employees (cf. Box p. 4) have not been analysed individually. They are nonetheless taken into account in the overall analysis of their respective sectors, which obviously has an impact on the data concerning the sectors. The percent share of companies surviving less than five years, for example, is greater at the level of the sub-sectors analysed than at that of their respective sectors because the latter also includes sub-sectors which have not been analysed individually and which have a small proportion of structures surviving more than five years is low.



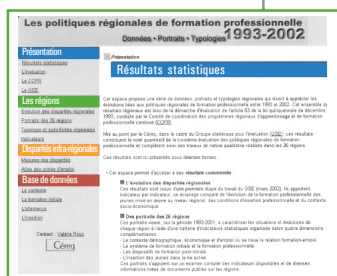
## THE TRADE SECTOR IN FIGURES

### 2000 data

|   | Estimated number of personnel | Percent share non-salaried | Percent share women | Percent share part time | Percent share personnel |                     | Employee turnover rate* | Percent share of CDDs for employees |                               | Percent share of companies created each year | Percent share of companies surviving more than 5 years** |
|---|-------------------------------|----------------------------|---------------------|-------------------------|-------------------------|---------------------|-------------------------|-------------------------------------|-------------------------------|--|--|
|   |                               |                            |                     |                         | - under 30 years old    | - over 40 years old |                         | - hired                             | - leaving their establishment |  |  |
| <b>Retail trade and repair of domestic goods</b>                | <b>1,700,000</b>              | <b>17 %</b>                | <b>52 %</b>         | <b>25 %</b>             | <b>34 %</b>             | <b>38 %</b>         | <b>62 %</b>             | <b>75 %</b>                         | <b>62 %</b>                   | <b>7 %</b>                                   | <b>44 %</b>  |
| Predominantly food hypermarkets                                 | 530,000                       | 1 %                        | 65 %                | 35 %                    | 42 %                    | 27 %                | 66 %                    | 79 %                                | 67 %                          | 2 %  | 67 %   |
| Neighbourhood food shops  | 140,000                       | 41 %                       | 47 %                | 18 %                    | 24 %                    | 48 %                | 48 %                    | 60 %                                | 41 %                          | 4 %  | 45 %   |
| Pharmacies, medical equipment stores, perfume shops             | 145,000                       | 2 %                        | 77 %                | 29 %                    | 33 %                    | 41 %                | 37 %                    | 62 %                                | 46 %                          | 2 %  | 77 %   |
| Textiles, leather goods, shoes                                  | 210,000                       | 20 %                       | 80 %                | 29 %                    | 33 %                    | 42 %                | 53 %                    | 66 %                                | 50 %                          | 5 %  | 47 %   |
| Household furniture, domestic equipment, do-it-yourself         | 225,000                       | 14 %                       | 41 %                | 15 %                    | 35 %                    | 36 %                | 58 %                    | 71 %                                | 58 %                          | 7 %  | 51 %   |
| Other sub-sectors of retail trade                               | 450,000                       |                            |                     |                         |                         |                     |                         |                                     |                               |  |  |
| <b>Wholesale trade</b>  | <b>1,070,000</b>              | <b>8 %</b>                 | <b>32 %</b>         | <b>8 %</b>              | <b>24 %</b>             | <b>44 %</b>         | <b>35 %</b>             | <b>60 %</b>                         | <b>47 %</b>                   | <b>10 %</b>                                  | <b>45 %</b>  |
| Food products   | 170,000                       | 4 %                        | 30 %                | 9 %                     | 25 %                    | 42 %                | 44 %                    | 71 %                                | 55 %                          | 7 %  | 54 %   |
| Non-food consumer goods   | 215,000                       | 7 %                        | 44 %                | 11 %                    | 22 %                    | 42 %                | 39 %                    | 61 %                                | 49 %                          | 12 %   | 46 %   |
| Non-agricultural intermediate products and industrial equipment | 545,000                       | 6 %                        | 28 %                | 6 %                     | 24 %                    | 44 %                | 29 %                    | 49 %                                | 35 %                          | 7 %  | 58 %   |
| Other sub-sectors of wholesale trade                            | 140,000                       |                            |                     |                         |                         |                     |                         |                                     |                               |  |  |
| <i>Total for private sectors</i>                                |                               | <i>9 %</i>                 | <i>45 %</i>         | <i>17 %</i>             | <i>23 %</i>             | <i>49 %</i>         | <i>39 %</i>             | <i>66 %</i>                         | <i>55 %</i>                   | <i>7 %</i>                                   | <i>52 %</i>  |

# Briefing

## Regional Policies on Vocational Education and Training 1993-2002



Céreq Website

A body of data, portraits and regional typologies aimed at evaluating the changes related to regional policies in vocational education and training between 1993 and 2002 is now available on Céreq's website. These findings emerge from the evaluation scheme established by the five-year law of December 1993 and implemented by the Co-ordinating Committee for Regional Apprenticeship and Continuing Vocational Training Programmes (CCPR).

The December 1993 five-year law on work, employment and vocational training broadened the responsibilities of the regions for the development of coherent and effective vocational training and apprenticeship policies. In this context, it entrusted the CCPR (Comité de coordination des programmes régionaux d'apprentissages et de formation professionnelle continue) with the mission of evaluating these policies. The evaluation, which was carried out in three phases from 1993 to 2002, led to the production of different kinds of materials: evaluation reports transmitted to the legislators every three years, qualitative studies conducted in France's twenty-six administrative regions and statistical findings produced by a special statistics group (Groupe statistique pour l'évaluation, GSE). The GSE, which is regulated by evaluation protocols and an inter-institutional co-operation agreement, includes the CCPR, the Department of Research and Statistics (Dares) at the Ministry of Employment and Solidarity, the Department of Evaluation and Forecasting (DEP) at the Ministry of Education, the National Statistics Institute (INSEE), six regional observatories on employment and training (OREFs) and Céreq, which is responsible for the co-ordination of the group.

The GSE's findings, which are available (in French) on Céreq's website in the form of annotated presentations and a database, are grouped under several thematic headings:

- **Changes in regional specificities**, which brings together findings from the initial phase of the GSE's effort, carried out in March 2002. It offers a comparative look at the development of vocational education and training for young people implemented at regional level, conditions of labour-market entry and the socio-economic context.
- **Portraits of the twenty-six regions** bringing out the situation and changes in each one over the 1993-2002 period through a range of statistical indicators organised in four complementary groups: the demographic, economic and employment context, the initial training system and vocational education and training, post-initial training schemes and finally, the youth transition.
- **Regional typologies** established on the basis of selected indicators and grouping together regions with similar characteristics (online shortly).
- **An atlas of infra-regional disparities** situating French job areas with regard to three sets of factors: the economic and social context, vocational education and training for young people and the latter's situation on the labour market. Annotated maps and charts permit the visualisation of differences between the 348 job areas (according to the 1994 divisions, exclusive of the French overseas departments) but also the changes undergone by each of them in the course of the 1990s.
- **A database** bringing together national and regional indicators under the four headings used for the regional portraits. It includes data from multiple statistical sources and surveys established by Céreq, the Dares, the DEP and INSEE which will be updated on a regular basis.

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■ **The CCPR website:**  
<http://www.ccpr.gouv.fr>

■ The conference programme and the papers are available (mainly in French) on the Web: [jeunes-et-societes.cereq.fr](http://jeunes-et-societes.cereq.fr)

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### **The First Conference on Youth & Societies in Europe and Around the Mediterranean**

took place in Marseilles on 22-24 October 2003. This event, organised by Céreq, the Institut d'économie publique (Idep-Greqam) and the Institute for Labour Economics and Industrial Sociology (LEST, Céreq's affiliated regional centre in Aix-en-Provence), brought together some 150 persons, mainly researchers, from various European countries including France, Spain, Portugal, Italy, Malta and Belgium. The researchers addressed youth-related issues from the vantage point of different social sciences—sociology, economics, psychology and history. Also participating were professionals working with young people and local authorities responsible for public policies on youth.

The conference was intended above all to further the creation of an international, interdisciplinary research network dealing with young people's relations with the societies in which they live. To this end, the three-day meeting was organised so as to encourage exchanges among all the participants. Three main lines of investigation were successively explored. The first was intended to show how the behaviour of young people reveals social changes, whether through

their professional itineraries, their search for autonomy in the coming-of-age process or their practices of self-definition. The second considered forms of sociability and young people's relations with institutions, whether in terms of their patterns of affiliation or their expressions of solidarity, the personal networks they enter into or the forms of dialogue they maintain with the institutions. The third line raised the question of their relationship to uncertainty, whether in terms of the forms of employment (often precarious) they encounter or the risks of marginalisation or deviant behaviour or the threats posed by social differentiation or persistent inequalities.

Two methodological questions were addressed in separate round tables. First of all, given the disciplinary and geographical diversity at hand, what precautions does the comparative approach call for, notably when the words used by each person are not the same and when the forms of social organisation are disparate? The second round table considered possible follow-ups to this inaugural meeting. In view of the widespread satisfaction with the material presented and the resulting exchanges, there was a keen desire to prolong this initiative.

**The European Training Foundation (ETF)**, an agency of the European Union based in Turin, provides expertise aimed at promoting co-operation and co-ordination of aid in the area of vocational training reform in partner countries. An agreement signed between Céreq and the ETF in July 2003 gave rise to a symposium the following October on changes to be envisioned in continuing training schemes in the countries of North Africa. A Céreq researcher was also placed on secondment at the ETF to carry out an expertise in Kazakhstan; this expertise led to a study mission of a delegation of Kazakh and Kirghiz authorities in France and the organisation of a seminar on the role of the social partners in vocational training and education in March 2004.

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<http://www.etf.eu.int>

### **A new, bilingual journal, *Savoir, travail & société/ Knowledge, Work and Society*, has been founded**

by Charles Gadea, professor of sociology at the Université de Rouen and director of Céreq's associated centre in the Haute-Normandie region, in collaboration with Julia Evetts, sociology professor at the University of Nottingham, and Mike Saks, professor at the University of Lincoln (UK). This new publication is devoted to research on the forms of production and use of knowledge in the world of work. The issues it addresses, of both national and international scope, deal with knowledge, skills, competence and expertise. In its approaches, the journal will be open to ongoing debates on analytical, theoretical, conceptual and methodological tools, as they relate to the sectoral, societal and comparative international levels.

Published three times a year in the form of thematic issues, the new journal will also include reviews of classic texts and recent publications dealing with the relationships between knowledge, work and society. Because of its international vocation, all articles will be presented in English and French. The first issue, dated September 2003, is devoted to relations between professions and knowledge. The debate is opened by Mike Saks, who offers reflections on the limitations of the Neo-Weberianism which presently dominates in the Anglo-American sociology of professional groups. Julia Evetts calls for expanding the scope of the study of professions, not only to include a larger range of professional groups but also to go beyond the notion of the closed market. For his part, Charles Gadea observes that the development of professional groups in France has followed a different path from that of the Anglo-American context and analyses the implications of this difference for the French sociology of professions. In a series of more empirical case studies, various articles also evaluate the changes affecting the position and role of French executives in the production and management of knowledge. Others analyse the implications of organisational change for discourses on professional competence.

*Savoir, travail et société/ Knowledge, Work and Society* is published by Les éditions L'Harmattan, 7, rue de l'École Polytechnique 75005 Paris, France  
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## New Publications

### Les entreprises et la validation des acquis professionnels

[Companies and the Accreditation of Work Experience]

Josiane Paddeu and Alain Savoyant

NEF no. 3, Céreq, November 2003, 10 €.

This document presents the main findings of an exploratory survey on employers' uses of procedures for the accreditation of work experience (*validation des acquis professionnels*, VAP, 1993 scheme). These uses may be divided into two groups: the 'training-dynamics accreditation' and the 'audit-accreditation'. The first of these approaches arises in contexts where it appears necessary to improve the level of employee qualification. The second is conceived rather in response to constraints related to quality labels, bearing on products, security or job regulations. Employees' access to these accreditation processes, however, is not solely tied to the company's own procedures; it also depends on the form of personnel management and the extent of explicit training policies.

In all cases, before gaining access to accreditation processes, the employees are selected in the company, sometimes with the support of middle management and according to little-defined criteria which do not necessarily correspond to those prevailing for diploma-based recognition of experience. In addition, the employee candidates are not all informed of the accreditation procedures in the same way and do not always have a say in the diploma to be obtained. These observations raise the question

of equity in the access and treatment of all the candidates, which, given the anticipated increase in the number of candidates, is of major importance for the public authorities concerned and thus one of the key issues of accreditation for the coming years.

### La structuration de l'offre de formation continue

[The Structuring of Continuing Training Supply]

Josiane Vero and Patrick Rousset

NEF no. 4, Céreq, November 2003, 10 €.

Studies of continuing training supply reveal a trend towards an expansion of the training apparatus. Quantitatively, the past decade has witnessed an increase of some 40 percent (in constant euros) in the continuing training market's turnover. If such developments are known, however, studies describing the structuring of this market are rare. And even more rare are those introducing the positioning strategy of the continuing-training providers.

In order to fill this gap, the present document offers the initial findings of an original survey carried out among 428 providers with an annual turnover of at least 150,000 euros. This survey, which covers thirty-three French administrative *départements*, draws on interviews with the heads of the training bodies to identify the skills concentrations of the training providers through the reconstitution of their activity during 1999. It also brings out the strategies, the nature of the services provided and the market shares of the different categories of providers.

*Céreq has just published the first two works in its new RELIEF series (an acronym for 'Reports and Exchanges on Training-Employment Relations'). This series includes reports on Céreq's own research projects as well as papers from conferences or group studies in which the centre has participated.*

### Parcours étudiants : de l'enseignement supérieur au marché du travail

[Student Pathways: From Higher Education to the Labour Market]

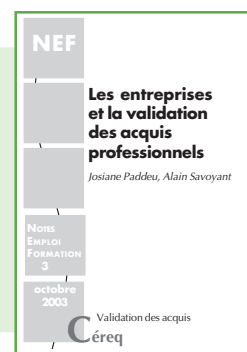
Jean-François Giret (ed.)

RELIEF no. 1, Céreq, November 2003, 86 pp., 15 €.

This first title in the series presents the latest studies of the 'Higher Education' research group which was set up by Céreq in 1993 at the request of its associated regional centres and certain universities in order to analyse the methodology of longitudinal surveys of students in higher education.

The articles in this work propose different ways of interpreting the interactions between training pathways and youth labour-market entry. Most of them show that the school-to-work transition gets underway within the educational system, as the young people develop their strategies at each stage of their university studies.

Is there such a youth strategy aimed at acquiring skills? Or, on the contrary, is there a determinism which only reproduces inequalities? This debate is amply addressed by each contributor on the basis of original quantitative and qualitative surveys. At the same time, they all insist on the importance of taking into account the diversity of the university pathways in the young peoples' career strategies. From the study of their plans on entering university to the analysis of the strategies of doctoral candidates working in companies, these articles shed new light on the transition between higher education and the world of work.



■ These publications are 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).

## La difficile organisation d'une transition pour les emplois-jeunes de l'éducation nationale

[The Difficulty of Organising a Transition for the Education System's Youth Jobs]

Jean-Paul Cadet, Laurence Diedrichs-Diop, Dominique Fournié and Samira Malhaoui

The "Youth Jobs" programme within the national education system offers a transitional scheme for young people seeking to enter the world of work. What sets it apart from other schemes is the ambition of being 'professionalising' for its beneficiaries, known as assistant educators. Indeed, it is supposed to help them to define career plans and acquire competences in order to improve their employability on the labour market or even ensure a professional future. The organisation of such professionalising transitions is an essential issue for the institution, which is required to assume two roles in respect of the assistant educators. Implicitly, it has to offer them work situations which are likely to lead to a real professionalisation. Explicitly, it sets up specific tools (audits, training, etc.) to help them anticipate their professional future. The analysis of these two roles brings out the difficulty of organising this kind of transition.

## Les cadres et leurs diplômes : Une homogénéisation au détriment des peu-diplômés ?

[Managers and Their Diplomas: A Homogenisation Detrimental to Those with Few Qualifications?]

Henri Eckert and Dominique Epiphane

The traditional pattern of managerial qualification has been disrupted by the widespread prolongation of studies. In the course of this change, the boundary between managers and intermediate professions, far from being obliterated, has been reinforced and continues to reserve direct access to the category for those coming from full higher-education programmes. As the managerial category is increasingly limited to these graduates, the consequences of the resulting homogeneity are borne by the young generations, and young women in particular. This situation raises the question of the place of managers with few or no diplomas.

## L'institutionnalisation universitaire de l'enseignement de gestion en France (1965-1975)

[The Institutionalisation of University Management Programmes in France (1965-1975)]

Fabienne Pavis

At the end of the 1960s, the growth of French university programmes in management benefited

from favourable international policies, the changes in the French university system and the involvement of certain senior officials, major company heads and academics who had already been won over to this kind of instruction. Others fought against the rapid development of these new disciplines aimed at a non-academic labour market. Today, management science constitutes a dominant discipline in quantitative terms but still has little visibility in terms of scholarly production.

## La formation des ingénieurs chimistes à Rouen, 1895-1985

[The Training of Chemical Engineers in Rouen, 1895-1985]

Anne Bidois

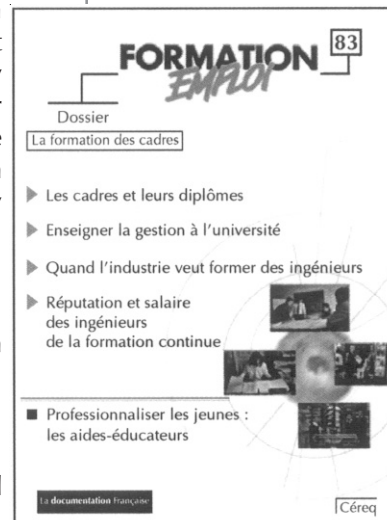
At the end of the nineteenth century, manufacturers in the Rouen area deplored the difficulty of recruiting chemical engineers for their textile activities and thus campaigned for the development of a more practically-oriented training programme than those offered at university or in the elite 'Grandes Écoles'. In 1917, they founded a chemistry institute created by and for industry. This initiative brings out the difficulties of co-ordination and co-operation between the industrial and politico-administrative spheres.

## Salaires et trajectoires professionnelles des ingénieurs du Conservatoire National des Arts et Métiers: Au-delà des idées reçues

[Wages and Career Paths of CNAM Engineering Graduates: Beyond Received Ideas]

Charles Gadea and François Pottier, with the collaboration of Odile Wolber

Graduates of France's National Conservatory for Arts and Industry (CNAM) form a specific population which cannot be assimilated to either technicians or engineers coming from initial training. After a summary of their main features, this article attempts to define their professional situation relative to graduates of other engineering schools. Three hypotheses are considered: the careers of engineers from the CNAM are either systematically less successful, similar to those of the other engineers but delayed in time or more successful. The data used here are drawn from the Gegos consulting firm's panel survey of large companies and the re-processing of the surveys of the National Council of Engineers and Scientists of France (CNISF). They offer a surprising result: the CNAM engineers are better paid during the first ten years following their graduation than most of their counterparts who obtained their diplomas at the same time but in initial training.



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