

Training & Employment

A QUARTERLY NEWSLETTER FROM CEREQ AND ITS ASSOCIATED CENTRES

STORM WARNINGS FOR THE RECRUITMENT OF FISHERMEN

Fishing no longer inspires many real 'callings' in France, and when one exists, it is sharply compromised by the working and living conditions which fishermen have to face. There seem to be fewer and fewer young people seeking to enter the trade but more and more leaving it after only a few years at sea. Thus, in spite of heavy reductions in activity, the fisheries sector is confronted by significant recruitment problems. In a certain way, however, the sector has created these problems itself, through its rigid procedures for access to employment, its inertia and its complicated rules for internal mobility. This closed system hardly seems to have any alternative other than opening up.

For several years, fishing professionals have been remarking a growing scarcity of resources—and not only the fish resources in the news today but human resources as well. The fisheries sector is in fact facing major problems of recruitment which are leading many ship-owners to question the very future of their activity, especially since these tensions are hardly limited to recruitment but crystallise more profound disequilibria in the functioning of the labour market. Indirectly, they reveal the present limits of the fisheries sector's very specific institutional forms of regulation.

HOMOGENEITY AND DIVERSITY WITHIN THE SECTOR

Situated at the end of the catching process, the marine fisheries sector, with its extreme, random production conditions, is subject to very tenacious traditions and the sharp constraints of the Common Fisheries Policy (CFP, cf. Box). As such, it has many overall features which create the conditions for a unified productive space: a training process and national certification system, specific labour laws (with the "maritime articles of agreement"), on-board technologies which have spread throughout the sector, particular working and living conditions, specific production factors, remuneration based on the value of the catch ('sharefisherman' status). The regulations themselves play

an important unifying role, notably through a group of institutions proper to the occupational branch. Thus, the Centre Administratif des Affaires Maritimes (Administrative Centre for Maritime Affairs) centralises the management of the fishermen's careers and the Etablissement National

Marine Fisheries, a Closely Watched Sector

The marine fisheries sector comes under the double supervision of national and European Community regulations. Since 1983, the latter have taken the form of the Common Fisheries Policy (CFP), which basically covers four main areas:

- the conservation of fish resources through a group of technical measures (acceptable catch rates, quotas, etc.) aimed at better control of fishing efforts;
- the respect of market and health norms;
- measures for restructuring and modernising the fleet within the framework of the multi-annual guidance programmes;
- respect for international agreements.

At national level, the regulations handled by the Department of Maritime Affairs mainly concern the features of the means of production. They lead to a relative monitoring of the vessels, through certification and registration procedures, and that of the sailors, through the compulsory Merchant Marine Register. The State's many interventions, such as the monitoring of crews, the requirement of minimum vocational training for sea service, the compulsory certificates for becoming a skipper or the centralised management of seamen's careers, all make marine fisheries a closely watched sector. ■

CENTRE D'ÉTUDES ET DE RECHERCHES SUR LES QUALIFICATIONS

des Invalides de la Marine (National Establishment for Disabled Seamen) is responsible for the specific social security and retirement system. In addition, the Direction des Affaires Maritimes et des Gens de Mer (Department of Maritime and Sailors' Affairs) carries out the administrative monitoring of fishing activity and, during sea service, that of the composition and minimum number of seamen corresponding to the kind of vessel used. But these institutions also contribute to 'closing' the sector by separating it from its socio-productive environment and the broader regulations in force.

Alongside these common features, however, the fisheries sector is also marked by great diversity. Indeed, it is composed of different segments—near-water, inshore, deep-sea and distant-water fishing—each of which involves different types of navigation, legal status, species caught and fishing zones, crafts used, commercial opportunities and exploitation systems, as well as local systems of activity (see Box page 4). This diversity has indisputably favoured the sector's adaptation in times of crisis or transformation, since the lasting development of a port or district or, more broadly, the preservation of a maritime community on a given territory depend in part on a good balance between the different fishing segments.

This interplay between homogeneity and diversity has constituted a source of modernity and adaptability in the face of European Community policy decisions and sometimes brutal macro-economic developments, both ahead of the fishery chain and following it. Overall, the sector has again become profitable since 1996, with the flotilla reduced by nearly one-half in fifteen years, a decrease of nearly one-fourth in the number of seamen and annual productivity gains of 2 percent. But today, this adaptability is being put to the test by the growing uncertainty looming over the economic future of marine fisheries. And this uncertainty is coupled with strong doubts about the sector's ability to attract the workforce it still needs to guarantee the replacement of its fishermen.

A CLOSED LABOUR MARKET IN CRISIS

The labour market for marine fisheries is a closed one notably because of the nature and particular organisation of the work. But this 'closure' is maintained above all by the way the sector functions—as a protected social space which is governed by specific rules for recruitment and mobility, where the diploma and the interrelationship between certificates, seniority and work station play a central role.

Thus, since 1975, no fisherman can set sail if he does not have a 'Maritime' CAP or BEP vocational certificate or, more recently, a Nautical Initiation Certificate (*certificat d'initiation nautique*, CIN). In addition, career advancement depends on a hierarchy of functions but also on the size, tonnage and engine power of the vessels and the kind of fishing they do. It requires training which alternates school-based knowledge and know-how with a sequence of practical experiences. To gain access to the command of the boats, it is thus necessary to have a series of hierarchical, cumulative certificates which are obtained

in continuing training and then accredited through required periods of navigation. In this way, training has, especially over the past twenty years, become the veritable 'armature' of the fisheries labour market, regulating access to jobs and career development.

But such a vocational training system, as the exclusive, obligatory passageway into the sector, can only go without change if there is a sufficient supply of labour power at the point of entry; if not, the structure constitutes a serious obstacle within the employment system. Today, the situation is such that fewer young people are attracted to the sector and defections are increasingly numerous during the first years of working life. This decline in the number of candidates for a seaman's career is gradually modifying the regulatory mechanisms for the fisheries labour market in order to open it up to other categories of publics. Thus, 'exceptional' practices for sea-service authorisations are spreading: in case of a lack of personnel, these permit the crews to be completed with seamen who do not necessarily have all the required navigation certificates. In addition, the CIN, which was introduced ten years ago and involves only eight weeks of preparation, is offering more and more of a challenge to the maritime CAPs and BEPs, the traditional certificates required for sea service. The recourse to foreign seamen, notably Polish, is also on the rise.

These initial forms of 'accommodation' are contributing to the 'forced' opening up of the sector. But if they have destabilised the model of internal regulation prevailing until now, they have not yet called into question the overall principles of the labour market's functioning. For this reason, the issue of the transformations to come should not be focused exclusively on the training system but rather, placed within the larger context of the means of access to the profession. This is particularly important insofar as the present imbalances in the fisheries labour market are not due exclusively to training and even less to the training system as such. Since it is neither training content nor the present structure of the certification system which poses the greatest problem, the reform of the training system alone cannot resolve the recruitment difficulties. In order to understand this, it is necessary to go to the heart of a paradoxical situation.

TENSIONS GENERATED BY SHORTER CAREERS

With an average annual decrease of 5 percent in the sector's workforce, there are only some 23,000 fisherman in activity today, and no more than 15,000 considered to be on full-time sea service. In spite of this drop in employment, largely tied to the reduction of the fleet, 30 percent of the fishing companies state that they regularly face difficulties in recruiting, and nearly 10 percent indicate that they are unable to hire. If these problems do not seem to be greater here than in other sectors, their consequences are more serious: ships which cannot attain the minimum number of crew members fixed by the regulations remain in port.

At the same time, the number of persons entering the profession continues to grow; at present there are some 1,200 new fishermen each year, mainly owing to the arrival

Training & Employment

of CIN-holders. Even if this increase is proportionately on the wane, it is still quite sufficient for the replacement of retiring or deceased seamen, who hardly amount to more than a hundred individuals a year once the reduction in the sector's workforce is taken into account. As a result, the new arrivals mainly offset departures during working life in a sector where the turnover rate is high (nearly 10 %).

The recruitment difficulties thus seem to be related above all to the increasing numbers of early departures. A short career has in fact been a common phenomenon in the profession for the past twenty-five years but it has spread over the past decade (cf. Fig. 1). Nearly two-thirds of the seamen starting their careers in 1995 have now left the profession, including a large number who did so after only a few months of activity.

The reasons for these abandoned or abbreviated careers vary from one category of seamen to another, but underlying them all are the difficult, dangerous working conditions, with their very long periods at sea of three or four weeks (owing to the tides), if not several months for ocean-going fishing. The remuneration levels, even if they average considerably more than what the seamen could find on shore with comparable qualifications, are no longer sufficient to compensate for these conditions. The idea of 'calling' and the generational transmission of the passion for the sea are a thing of the past, and even when the calling exists, it turns out to be very limited in time, rarely standing the test of reality. This is one of the main explanations for the 'evaporations' observed after the end of school, after the first fishing voyages (which are only too often the first discovery of the trade in a work situation) or after a few years of activity, when family life, notably with the arrival of the first children, becomes incompatible with the sharp constraints related to sea service. In addition, the sector's image of decline, the chronic economic crises, the increased monitoring of the activity and the growing difficulties of becoming a working employer all have a

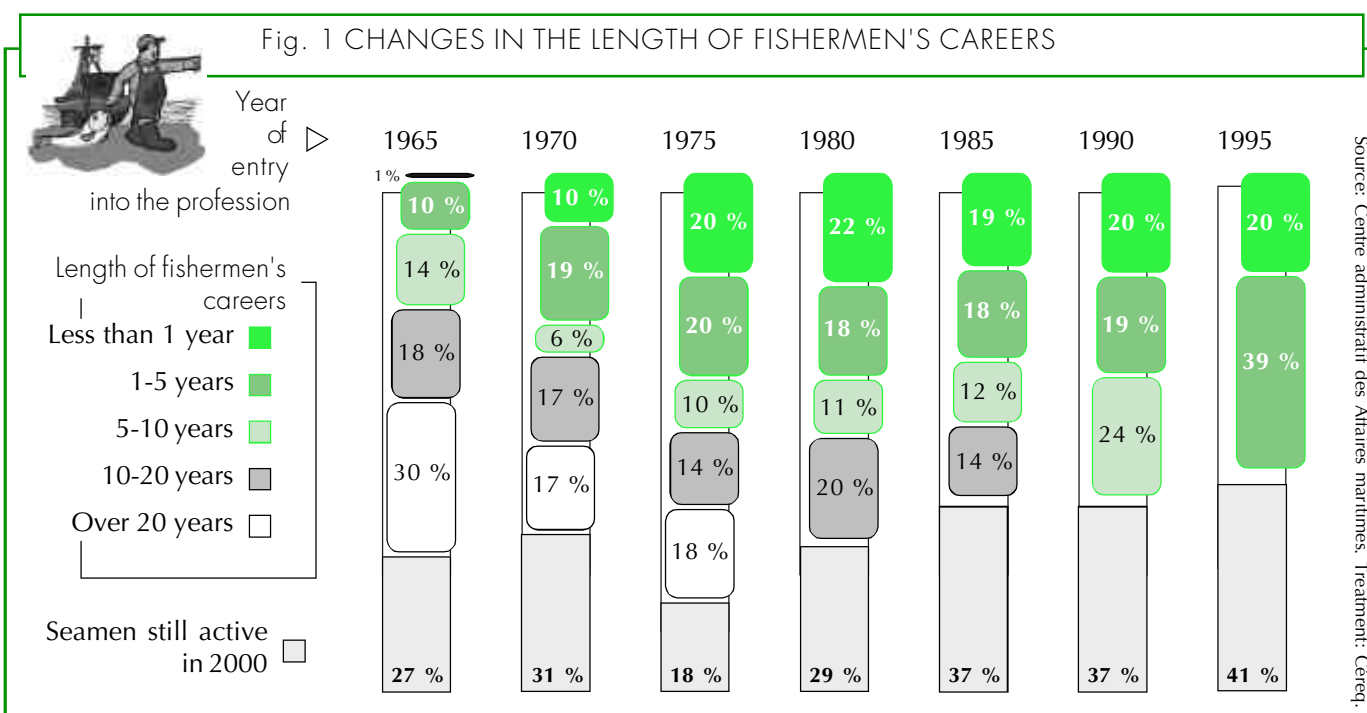
negative impact on the decisions to enter the profession and to remain in it.

Ultimately, the increase in short-term careers is going to generate a growing need for new arrivals which the training system cannot entirely meet. The sector's problem is thus not only attracting young people but holding on to them and developing their loyalty. And it is less one of increasing the flows of trained entrants, a growing proportion of whom seem to abandon the trade very quickly, than one of encouraging arrivals via other paths.

INCREASING AND CO-ORDINATING OVERTURES

For these reasons, it is necessary to seek ways of eliminating the barriers to labour-market entry in the fisheries sector in order to open it up to new publics, notably young adults with other work experience or even non-maritime qualifications. This is in part the role played by the CIN, although it does not formally recognise prior experience and still suffers from the image of a certificate obtained 'for lack of something better'. And this could also be the function of recruitment practices which do not leave the role of labour-market intermediary to dockside word of mouth but give the public employment service its rightful place.

This opening up of labour-market entry is inseparable from an opening up of exits as well. Given the structural shortening of careers, it is necessary to anticipate, formalise and recognise the conditions of landside reconversion. This opening up at the exit is essential for attracting young people who will thus know that they can undertake a fisherman's career without having to remain in it for the rest of their lives. In order to do so, the recognition of certain maritime qualifications outside the trade must be permitted. The level of initial training programmes also needs to be raised, by introducing a vocational *baccalauréat*, for example, and integrating broader technical knowledge.



Training & Employment

The initial training programme, which has been subject to modernisation for several years, should pursue its adaptation effort. In particular, it seems necessary to develop modular training in order to facilitate the integration of less standardised paths, and alternating training so as to improve links between fishing certificates and those of the merchant marine, but also to permit the application of the accreditation of prior experience (*validation des acquis de l'expérience*, VAE) for wage-earners coming from other activity sectors.

Beyond the issues involved in the training-employment relationship, it is clearly necessary to raise the prior question of the new productive model of fishing which the profession itself might construct by adapting to the new environmental constraints and developing new forms of administration, employment management and work organisation. The constraint of fish stocks calls for placing the future of fishing within a logic of sustainable development. This orientation presumes the recognition of the need for new competences in order to develop other strategies through renewed organisational and commercial intelligence. Similarly, it presumes a significant evolution of the sector's institutional forms, in order to make it less 'conspicuous' in the area of initial vocational training, as well as that of workforce management and labour relations. If the fisheries sector fails to embark on these different paths of overture, it may well remain prisoner of the unwieldy trends of the past and

continue to multiply its disparate, short-term efforts at adaptation when the need arises, thus becoming a sector increasingly turned in on itself and resigned to the economic constraints and exceedingly sharp regulatory control to which it is subject. In order to face up to both the decrease in fish reserves and the reduction of the traditional sources for the recruitment of its seamen, the fisheries sector has few alternatives other than change.

Gérard Podevin and Agnès Checcaglini,
Céreq's associated centre in the Brittany region

Further Reading

In English:

http://europa.eu.int/comm/fisheries/policy_en.htm
European Union website devoted to the Common Fisheries Policy, with historical background and current programmes.

In French:

A. Checcaglini and G. Podevin. "Des carrières de marins à la pêche de plus en plus courtes qui déstabilisent le marché du travail. Études à partir de sept cohortes" [Increasingly Short Fishermen Careers Which Are Destabilising the Labour Market. Studies Based on Seven Cohorts]. In *Formation tout au long de la vie et carrières en Europe. 9es journées d'études Céreq/Lasmas-Institut du Longitudinal/IREIMAR*. Céreq Document no. 164, "Séminaires" series, 2002.



A Forecasting Studies Contract for the Marine Fisheries Sector

At the request of the Department of Maritime Affairs and Seamen, the Department of Employment and Vocational Training, the Fisheries Training Insurance Fund and the National Committee for Fisheries and Maritime Cultures, Céreq's associated centre in the Brittany region carried out a forecasting studies contract (*contrat d'études prospectives*, CEP) on the marine fisheries sector. This scheme for study and diagnosis took as its starting point a striking observation: over the past decade or so, the fishing companies have been faced with significant recruitment problems, notwithstanding the constant decline in the number of fishermen. This observation largely guided the organisation of the study and oriented the analysis towards a better understanding of the singular way the marine fisheries labour market functions.

The study is based on quantitative data concerning the jobs, careers and training of the fishermen in metropolitan France. These data come from collection systems specific to the sector which are handled by the Administrative Centre for Maritime Affairs. The study draws on the large numbers of field surveys of fisheries and seamen.

These in-depth surveys were carried out in three fishing 'districts': Boulogne (in the Nord-Pas de Calais region), Concarneau (Brittany) and Sète (Languedoc-Roussillon). The three case studies which resulted show that these fishing districts are far from simple breakdowns of trends observed at national level. Their assets and weaknesses vary according to the weight of the different fishing segments represented and they show considerable autonomy in their adaptation to ecological, economic or regulatory constraints, notably the way the systems of activity, employment, mobility and training are organised.

The forecasting studies contract was carried out in collaboration with Céreq's associated regional centres in Lille and Montpellier as well as the Laboratoire d'économie et de sciences sociales at the University of Rennes 2 (LESSOR), the Laboratoire d'économie maritime at the University of Nantes (LEN-CORRAIL) and Ithaque consultants in Paris. La Documentation française will publish a report on the study in its "Prospective formation emploi" series.

FRENCH RESEARCH CENTRE FOR THE ANALYSIS OF OCCUPATIONS, VOCATIONAL EDUCATION AND TRAINING

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In Focus

Céreq's Programme Guidelines for the Medium Term 2004 – 2007

In June 2003, Céreq's Board of Directors adopted the centre's medium-term programme guidelines for the next four years. Shaped by multiple concerns, these orientations should permit the anticipation of key upcoming issues in the area of employment and training.

Céreq's mission is to provide institutional, economic and social partners involved in the relations between work, employment and training with a comprehensive set of data and analyses on these subjects, along with its own studies aimed at further clarifying them. The medium-term orientations of its research programme for 2004-2007 have now been defined. These draw on two sources: conceptual questions coming from different disciplines and interrogations which take shape in the 'social' debate among those involved with relations between work, employment and training. These questions are faced not only by public decision-makers but also by the totality of community organisations and other local groups, employers and employees, in public and private sector alike. The interrogations shaping Céreq's medium-term orientations fall into three large groups.

- **Work, organisation, knowledge.** In an economic context marked by extremely rapid innovation, incessant reorganisations and the proliferation of all kinds of tertiary activities, all of which take place under particularly sharp competitive pressure, the relations between work, organisation and knowledge emerge as a particularly important issue. Within such a framework, it is necessary to improve knowledge of organisational dynamics and the evolution of work, to understand how knowledge is produced and mobilised in the companies and to situate these processes more clearly in relation to the replenishing of the labour force and changes in occupations.

- **Structuring of the labour markets and mobility.** The ways in which individuals develop their professional skills and obtain recognition of them within productive structures, the way they are supported, guided and equipped to that end, the way that organisations develop policies for the mobilisation, harnessing or rejection of these individuals constitute a second major area of observation and analysis for Céreq.

- **Training and certification supplies.** The complex nature of the ways knowledge is acquired and developed and the resulting increase in the interdependence of the productive and educational systems demand a better understanding of the initial and continuing training systems: how their components are organised, structured and regulated, around which participants and with which strategies and stakes. While continuing its studies on the processes related to France's administrative decentralisation, Céreq will thus devote greater attention to the ways training is produced as well as the linkage between the different levels of regulation structuring the training systems.

Taken as a whole, these programme guidelines for the coming years reaffirm the choices made for the preceding medium-term orientations while introducing new approaches and raising new questions.

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The medium-term programme guidelines are available (in French) on Céreq's website: www.cereq.fr

Formation Emploi

Recent articles in Céreq's quarterly journal no 81, January-March 2003

Special Section

Continuing Training Reconsidered

Développer la formation des "seniors" ?**Deux questions préliminaires**

[Increased Training for 'Seniors'?

Two Preliminary Questions]

✍ Christine Fournier

In order to confront the changing population pyramid, France has adopted the European Union's goal of a 50 percent employment rate among the 55-64 age group by 2010. Many of the resulting proposals call for increased training of older wage-earners in order to keep them in employment. Before any revision of training policies is implemented, however, two questions should be raised:

- Is the 'over 50' category relevant to training?
- Can training as it exists today guarantee that these workers will remain in employment?

It is necessary to consider the training of older workers within a life-long learning approach which takes into account different qualification levels and career paths.

La variété des modes de formation : usages et enjeux

[Varieties of training forms: practices and stakes]

✍ Marion Lambert and Saïd Hanchane

Beyond the classic formula of the training course, the "Continuing Training 2000" survey brings out a variety of continuing training practices in France. This study, aimed at identifying how the different forms of training are sought out in the companies, suggests that recourse to the different practices is not random: the content of the training, as well as the motives behind it, give rise to the specific forms used. Thus, in-service training contrasts with other practices, especially since it is less selective in terms of qualification level. Courses, workshops and self-directed training are fairly close in terms of their content and public but their uses are different; the course and self-training, in particular, may either complement or replace each other.

Accès et retours à la formation

[Access and Return to Training]

✍ Jacques Trautmann

Continuing training has become so widespread that participation most often constitutes a sequel to earlier continuing training experiences. For this reason, it is necessary to go beyond the observation of training access alone and consider the effects of its recurrence. The analysis presented here offers a typology of the most frequent training behaviours which brings out importance of examining the ways that these different practices relate to the larger life-long learning model. The article is based on a survey carried out by Céreq in March 2000 on the training practices of the working-age population which had completed its initial studies.

La formation des agents de la fonction publique au miroir du secteur privé

[Face to Face: The Training of Public-Service Agents Compared to That of the Private Sector]

✍ Coralie Perez

The public service accounts for one-fourth of the jobs in France. In a context of tensions inside and outside the sector, continuing training might have a growing role to play. This article attempts to explain why public-service agents enjoy greater access to training than employees in the private sector. The underlying hypothesis is that each of these sectors defines a space of regulation and constraint which is more or less favourable to the training option. Two findings thus emerge:

- On the whole, participation in training is more egalitarian in the public service and depends in part on the specific nature of the occupations and functions exercised;
- If there is a difference between public and private sectors, it has less to do with the forms and contents of training than with the existence of an environment which is more or less favourable to the knowledge and exercise of rights in this area.

Pratique de formation continue et promotion au statut de cadre : un lien paradoxal

[Continuing Training and Promotion to Manager Status: A Paradoxical Tie]

✍ Charles Gadea and Danièle Trancart

By linking the data from the “Continuing Training 2000” survey to those of the French Employment Survey, it is possible to relate perceptions and practices of training to individual career paths. Thus, employees who are promoted (i.e., become managers) show particular training patterns. The way they conceive of it and take action corresponds to the behaviour of other managers and differs from that of employees who are not promoted. This observation calls for certain reservations, however. On the one hand, differences between managers (promoted or not) and technicians and associated professionals (intermediate occupations) are slight. On the other, a logistics model does not allow the effect of the training itself to be determined, except in the negative, insofar as promotion probabilities are diminished for the employees who are the least demanding of training or the least active in that area.

Faut-il maintenir une obligation uniforme de financement de la formation professionnelle continue ?

[Should the Uniform Funding Requirement for Continuing Vocational Training Be Maintained?]

✍ Valérie Henguelle and Elodie Leignel-Boidin

How effective is public policy on continuing vocational training in terms of the companies’ rate of financial participation? Have the objectives of increasing the companies’ training effort and reducing differences in participation between small and large companies, as well as inequalities between occupational categories, been achieved? When all is said and done, the legal threshold does not sufficiently reduce category-based or structural inequalities and this situation suggests the need for a reform of the system. This article is based on a statistical analysis of data from the employers’ tax declaration 24-83 and on an econometric study carried out on non-cylindrical sample data.



Les “quasi-salariés” en Grèce : un statut atypique et hybride

[‘Near Employees’ in Greece: An Atypical Hybrid Status]

✍ Kiriaki Athanassouli

The labour-market entry of Greek engineers and their prospects for stabilising employment situations invite reflection on the particular forms of flexibility and labour-market organisation at work. Indeed, the analysis of a survey of a group of Athens Polytechnic University graduates (both recent and more experienced) permits the identification of forms of jobs which are specific to the Greek labour market, in terms of both entry and professional mobility. It thus brings out a hybrid employment category of ‘near employees’ who are in between free-lance and salaried workers. This particular status is unique within the European Community.

→ This issue may be ordered from La Documentation française. Issue price: 14 €. One-year subscription (4 issues): 53 € for France, 56 € for Europe, 57.50 € for the French overseas departments and territories, 60 € elsewhere.

New Publications

Aides-éducateurs. A l'approche de l'échéance des premiers contrats, que sont devenus les fonctions ? Où en sont les jeunes ?

[Assistant Educators. As the First Contracts Reach Their End, What Has Become of the Jobs? What's Happening with the Young People?]

✍ Jean-Paul Cadet, Laurence Diederichs-Diop, Dominique Fournié, Christophe Guitton, Samira Mahlaoui

In spite of the gradual phasing-out announced just before the beginning of the 2002-2003 school year, the "New Services, Youth Jobs" programme within the national education system remains a topical issue. For one thing, because 20,000 of the 60,000 assistant educator jobs created under this programme still exist. And for another, because the schemes invoked to replace it—education assistants, contracts for entry into community life (CIVIS)—are likely to place the education system in a situation close to that encountered with the Youth Jobs programme.

This document addresses the four main questions raised by the presence of assistant educators in the schools: Have they managed to 'professionalise' their functions in the elementary schools, middle schools and high schools by giving them meaning and content? Under what conditions have they been successfully integrated into the existing personnel, notably the teaching staff? What effects has their presence had on the preparation for their own professional future? What lessons may be drawn from the young people who left the scheme ahead of time?

These questions were dealt with in an earlier publication, *Aide-éducateur: quel avenir pour la fonction, quel devenir pour les jeunes?* (Céreq Document no. 151, September 2000, see *Training & Employment* no. 40, July-September 2000). In the present work, they are subject to a more in-depth analysis in light of the second phase of a study based on an innovative crossing of two longitudinal approaches, one quantitative and the other qualitative.

Document no. 170, "Évaluation" series. Céreq, March 2002, 212 pp. 22 €.

La formation professionnelle continue financée par les entreprises. Exploitation des déclarations fiscales des employeurs n° 24-83. Année 2000

[Continuing Vocational Training Funded by the Companies. Analysis of Employers' 24-83 Tax Declarations for 2000.]

✍ Elyes Bentabet, Christelle Gauthier and Isabelle Marion, with the collaboration of Carole Tuchsirer (IRES)

This new volume on company-funded continuing vocational training gives a statistical overview of the long-term evolution of the main continuing training indicators in France. It also reviews the findings of the analysis of the 24-83 tax declaration forms for 2000 and offers a close-up look at one specific sector, food retailing and distribution.

Document no. 172, "Observatoire" series, Céreq, July 2003, 92 pp. 16 €.

Regards croisés sur les emplois-jeunes

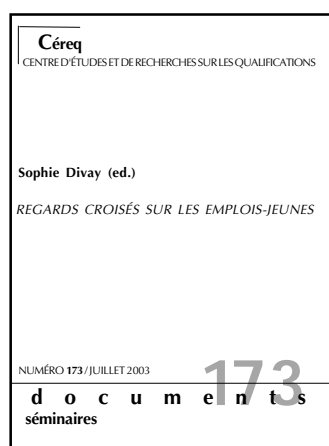
[Perspectives on Youth Jobs]

✍ Sophie Divay (ed.)

This publication brings together the papers presented at a day-long workshop on Youth Jobs organised in May 2002 by Céreq's associated regional centre in Rouen. It offers a variety of viewpoints on the "New Services, Youth Jobs" programme through a multidisciplinary approach on the one hand and case studies dealing with individual fields of activity (environment, health, mediation) on the other.

This compilation of knowledge about the now-terminated Youth Jobs programme thus offers researchers a valuable source of information on the vast five-year scheme, which directly or indirectly involved an entire generation of young people confronted by unemployment. More broadly, it offers useful material for the assessment of any public employment policy.

Document no. 173, "Séminaires" series, Céreq, July 2003, 154 pp. 20 €.



→ These documents 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).