

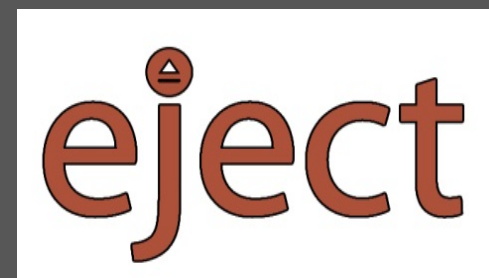
UAB



Centre d'Estudis Sociològics
sobre la Vida Quotidiana
i el Treball

Employability of Youth: Training, gender and territory

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1. Context

Youth employment status an employment crisis:
Unemployment, precariousness, inactivity.

- young people who want to work and can not find a job
- male profile of the unemployment
- precarious job and poor working conditions introduce uncertainty and instability in the life project
- inactivity as an individual response to long-term unemployment and precarious job

2. First questions

Main Question:

To what extent the consequences of the crisis are changing the importance of paid work in the identity and project life of young people in transition to adulthood?

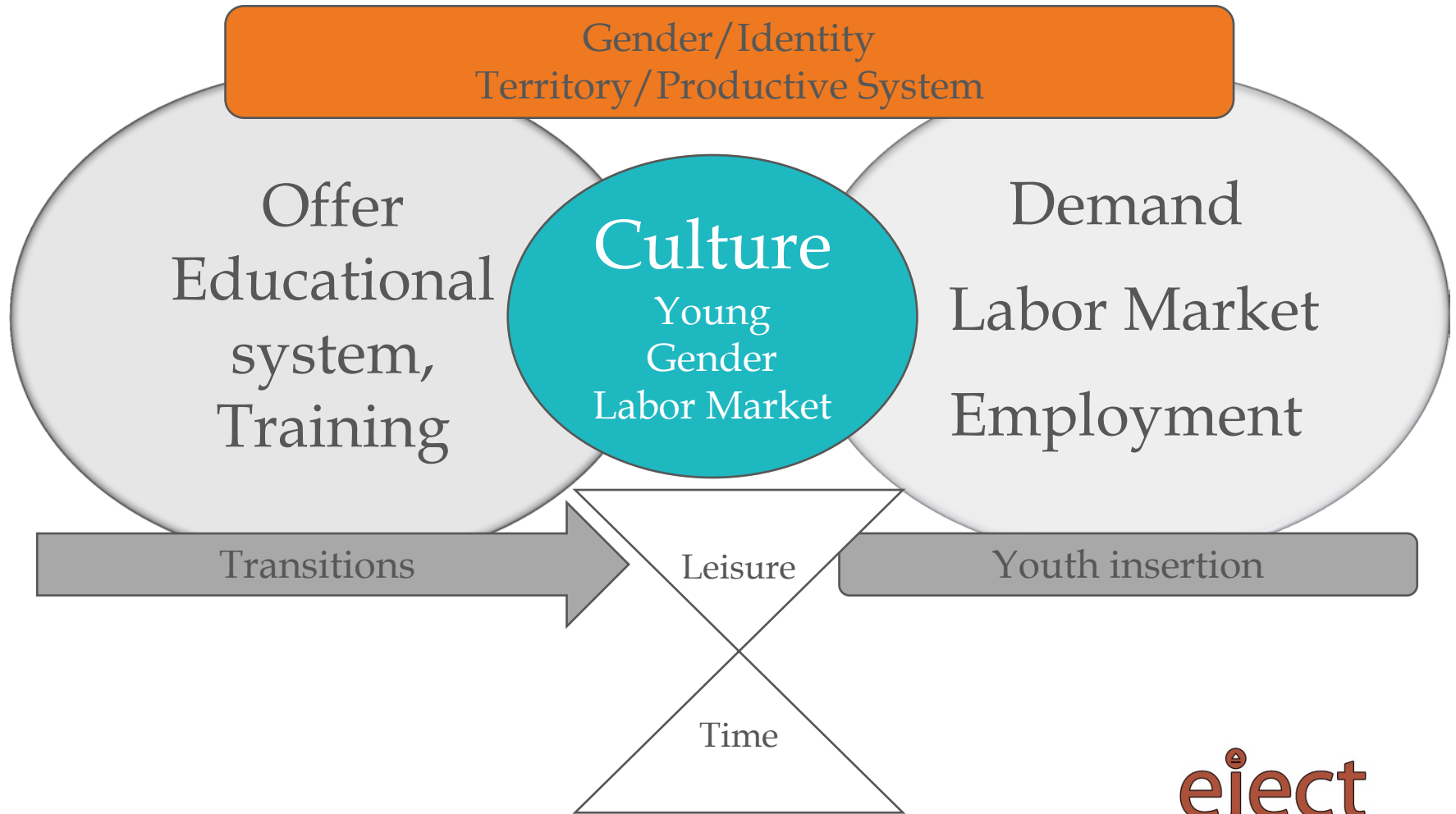
Other questions about training, gender and territory

- Training increase employability?
- Does paid work play a central role in masculinity?
- Naturalization skills and competences?
- Which is the influences of the territory (productions structure, tradition, cultures...) in the pathways?

3. Theoretical References

- The training limits (Willis 1970)
- Work and masculinity (Connell 2005)
- Industrial work decline versus services sector (Macdowell 2002, 2003)
- Skills and competences outside formal education
- The instrumental or expressive value of work (Borrás et al. 2012)
- De-standardized pathways to adulthood (Stauber and Walther, 2000)

3. Theoretical Map



4. Hypothesis

1. Free time wins centrality in identity and paid work loses centrality
2. Activities of time emerges as a source of skills and competences
3. Job expectations are linked to the territory

Methodology

Qualitative Sample

- Young 18-24 years old
- 3 different territories
- Lack of University studies
- With experience in labor market
- Working class

Focus groups

- 6 focus groups
- 2 by territory
- 3 by gender

5. Results: Training

- Training for Work and General Culture
- Critics with received training, reject from school and demotivation
- The triumph of the middle class imaginary about expressive value of work: To work on what one likes

5. Results: Paid Work

- Work still has a central role
- Demotivation working conditions
- Demotivation insertion strategies: *plug and luck*
- Ambivalences: Awareness, acceptance and resignation to poor work conditions

5. Results: Work

- The good job means good working conditions

“Había un buen rollo que te motivaba a ir y para todas las horas que fuese y estaba 12 horas haciendo cosas y lo pasaba de puta madre y también ayudaba lo económico.”

- The importance of territory.

“Que Euskadi era todo fábricas y de más y en 10 años ha cambiado todo el tema de fábricas y dirigiéndolo hacia el turismo, hostelería y demás. Pues se han empezado a decorar bien las calles...”

- Aware of the greater work capacity of women.

“Siempre las utilizan como imagen y eso a ellas” “es por el sexo, se les dan mejor unas cosas.....” “.....son más creativas que los hombres en muchos aspectos”

5. Results: refugee in leisure time

- Due reject education and not attractive labour market leisure time emerges as a refuge
- Between the dissipative leisure and hobbies: free time to occupy the mind or disconnect .
- Gendered activities: redundant masculinity
- Learning in free time: the potential of learnings not perceived in hobbies.

6. Conclusions: redundant Masculinities

- Traditional model of masculinity "male breadwinner"

"Un buen trabajo es que tú le puedes dar una casa a tu familia, su comida todos los días, sus cosas, la luz..."

- Resignation and acceptance of poor working conditions:
 - Family Background
 - By his own experience
 - Acceptance of poor labor conditions if they like the job
- The continuum leisure-work-training

"... me gusta cocinar, como me gusta pasar tiempo con mis amigos, ambas cosas me gustan por igual, además trabajas en lo que te gusta y te van a pagar, con los colegas te pagan en sensaciones y momentos"

Redundant masculinities