

## What do Young Employees Dream of? Quality of Work, Career Aspirations and Desire for Mobility Among the Under 30s – *Christine Fournier, Marion Lambert and Isabelle Marion-Vernoux*

[Link to the article](#)

### The article on one page

#### o Key Question

Leaving the education system with various levels of qualification, young people have contrasting journeys on the job market in terms of the time at which they access employment, time spent unemployed, working time and pay, as regularly identified in various studies on entry onto the labour market (Céreq, 2017, 2018). These studies, which also examine developments at early career stages, show that young people are a lot more mobile than their elders. The article seeks to highlight the aspirations of young people in relation with their own assessment of the quality of their work.

#### o Methodology

The scope of the study brings together employees under the age of 30 from companies with ten or more employees. We use the Defis survey system in 2015 of those present in December 2013 and having been in employment for the 18 months that followed that date. The survey includes questions about their working and employment conditions and their career aspirations. These aspirations are analysed using composite indicators and a typology.

#### o Main Results

- Young employees report that they are relatively satisfied with their job, with seven in ten judging their professional situation to be “generally satisfactory”.
- Their aspirations are heterogeneous:
  - o The first class of the typology (31% of young employees) is dominated by those who plan to progress within the company. These employees are satisfied with their professional situation and the balance that they are achieving with their family life;
  - o The second class (16%) is dominated by those who aspire to create their own business. These are more often men, non-graduates and employees in the commerce and repairs sector;
  - o The third class (16%) is dominated by those whose desire for change reflects their dissatisfaction associated with the (generally unfavourable) gap between the job they do and the qualifications they have obtained;
  - o The fourth class (22%) by those who would like to better balance their personal and professional lives. Women are only slightly overrepresented in this class;
  - o The fifth class, which covers 15% of this population, is dominated by those who state no prospect of change. They are generally satisfied with their employment and believe they are sufficiently paid for the work they do, which they do not find very arduous.
    - The quality of the work is a major component of professional aspirations:
      - o The lack of opportunities for personal development and the arduousness of the job are strongly associated with a desire for radical change;
      - o In terms of the balance between professional and private life, some would favour work, as shown by the fact they wish to “take on more responsibility” or “develop the content of their work” (notably graduates with five years of higher education and executives). For others, the objective is to keep “more time for their personal life” (for example, employees in small companies);
      - o The more a young employee finds their job interesting, the more they are inclined to want to develop the content of their work, as an interesting job undoubtedly opens up a wider range of development possibilities.