ABSTRACT
The present study uses a three-point system for assessing various parameters of young workers’ lives. A rating of mean values of all the assessed parameters shows that the leading parameters include satisfaction with relationships with close people, health, the enterprise one works in, and the level of one’s education. The group of the average degree of satisfaction includes satisfaction with work and the overall quality of life. Dissatisfaction is caused by non-production activities and the realization of young workers’ expectations from their work. Support measures for young workers are the outsider of the rating. The plans for changing one’s blue-collar profession in the future and the measures young specialists believe to be necessary for the improvement of working conditions are analyzed. The desired measures are compared to the measures implemented at the enterprise. A typology allowing conducting diagnostics to identify young workers aiming to leave one’s blue-collar profession in the near future is developed and tested.

Keywords: Young workers. Risk evaluation. Blue-collar professions.

RESUMO
O presente estudo usa um sistema de três pontos para avaliar vários parâmetros de vida dos jovens trabalhadores. Uma classificação dos valores médios de todos os parâmetros avaliados mostra que os parâmetros principais incluem a satisfação com as relações com pessoas próximas, saúde, a empresa em que trabalha e o nível de educação. O grupo de grau médio de satisfação inclui a satisfação com o trabalho e a qualidade de vida geral. A insatisfação é causada por atividades não produtivas e pela realização das expectativas dos jovens trabalhadores em relação ao seu trabalho. Medidas de apoio para jovens trabalhadores são o outsider da classificação. São analisados os planos para uma futura mudança de profissão de operário e as medidas que os jovens especialistas consideram necessárias para a melhoria das condições de trabalho. As medidas desejadas são comparadas com as medidas implementadas na empresa. É desenvolvida e testada uma tipologia que permite a realização de diagnósticos para identificar jovens trabalhadores que pretendem deixar a profissão de colarinho azul em um futuro próximo.


RESUMEN
El presente estudio utiliza un sistema de tres puntos para evaluar varios parámetros de la vida de los trabajadores jóvenes. Una calificación de los valores medios de todos los parámetros evaluados muestra que los parámetros principales incluyen la satisfacción con las relaciones con personas cercanas, la salud, la empresa en la que se trabaja y el nivel de educación. El grupo del grado medio de satisfacción incluye la satisfacción con el trabajo y la calidad de vida en general. La insatisfacción es causada por actividades no productivas y la realización de las expectativas de los trabajadores jóvenes de su trabajo. Las medidas de apoyo para los trabajadores jóvenes están fuera de la clasificación. Se analizan los planes para cambiar la profesión de obrero en el futuro y las medidas que los jóvenes especialistas creen necesarias para la mejora de las condiciones laborales. Las medidas deseadas se comparan con las medidas implementadas en la empresa. Se desarrolla y prueba una tipología que permite realizar diagnósticos para identificar a los trabajadores jóvenes que aspiran a dejar la profesión de obrero en un futuro próximo.

INTRODUCTION

The social and professional group of young workers continuously presents an object of scientific research. This constant relevance is related to the fact that this group is a resource and potential of society, the basis for its social stability. Today, young workers are a significant part of the labor resources of Russia. In turn, professional self-determination and social development of workers are generally characterized by complex dynamics of change. Amid rapid technological development, the requirements for this profession change significantly and the increasing complexity of manufacturing leads to a rise in the requirements for workers’ qualifications and the level of their knowledge and skills.

Meanwhile, despite the stable demand for blue-collar professions, low-qualification labor continues to play a major role in this type of work. At the very beginning of their professional career, a young worker is faced with the fact that the main components of high social status have become inaccessible to them. Due to the lack of proper experience, they are offered low-income vacancies and the content of their work often involves low-skilled labor since they also lack the necessary qualifications. Power as another important criterion of social status is also unavailable to them. As a result, the working class is significantly inferior to other social and professional groups in all three parameters determining an individual’s position in society.

The processes like the spread of selfish sentiments and the amorphousness of social norms in the sphere of labor, consumer image in behavior, and the decline in the status of blue-collar specialties present in the modern society create preconditions increasing the risks of youth leaving blue-collar professions. Low income at the beginning of one’s professional career and the lack of competitive social support package and effective measures for attracting young workers to an enterprise and keeping them from leaving it contribute to this trend. All the above-mentioned factors determine the growing reluctance to continue one’s career path in blue-collar professions, as well as the fact that young workers leave these specialties for other types of professional activity. The issues of young workers’ development as a social and professional group from the point of research the risks of them leaving their professions are currently understudied and the mechanisms and measures for the optimization of said risks are disclosed poorly.

Following our approach to the evaluation of the risks of young workers leaving their professions, it is necessary to, first, substantiate our interpretation of the category “risk of leaving the profession” and, second, develop a typology of young workers in terms of the probability of them leaving their profession.

The research of workers as a social and professional group implemented the ideas of the classics of sociological thought who put the emphasis on studying their position in society and revealing the main characteristics of this group from the point of exploitative relationships (MARX, 1952; WRIGHT, 1985; GOLDSHORPE, 2004; FERNÁNDEZ, 2011). Methodological importance to the present study is demonstrated by studies containing the substantiation of criteria distinguishing the working class from other classes (MAKSÍMOV, 2008), the analysis of changes that have occurred to the working class in Russia in the modern times (BATURENKO, 2011; BELEKII, 2005; MAKÁROVA, 2006; TRUSHKOV, 2002), and the research of different types of workers’ resources (MITIAGINA, 2014).

A combination of the resource approach and the conceptions of social capital and the transformation of the social structure of society allows us to demonstrate the current position of the working class in society, as well as its internal social heterogeneity (ZASLAVSKAYA, 2007).

The development of our interpretation of the category “risk of leaving the profession” involved the approach to risk as purposeful behavior of a social subject carried out in the conditions of uncertainty of its outcomes (CHUPROV É AL., 2003; ZUKOVIK, 2003) as well as conceptual propositions that allowed us to examine risk as a decision accounting for its influence on the behavior and actions of people in the system of social relations (MOZGOVAIA, 2006).

As a result of the conducted analysis and identification of conceptual foundations for the analysis of young workers and the category of “risk”, we provide our interpretation of the category “risk of leaving the profession” that makes it possible to account for and empirically assess the potential risks regarding young workers. The probability of action related to the subjective decision to terminate one’s professional activity in a blue-collar profession is suggested to be viewed as the basis of the category in question with the realization of said decision depending on institutional, organizational, structural, and personal factors.
METHODS
To create our typology of young workers in terms of the probability of them leaving their profession, we developed a survey containing alternative, scale, and dichotomous questions. Alternative and scale questions were used to measure our three-level system of factors influencing the risk of youth leaving blue-collar professions. Dichotomous questions made it possible to develop a typology of young workers in terms of the risk of them leaving the profession.

The survey was conducted in 2019 on a sample of 1,500 respondents. The compilation of research methods and the substantiation of the survey method involved using the developments of regional researchers (MAKHIYANOVA et al., 2019; MAKHIYANOVA et al., 2018). The main criteria used for the formation of the study sample include: 1) age up to 31 years old; 2) working in a blue-collar profession at the time when the survey was conducted (the list of blue-collar professions was identified based on the All-Russian classifier of workers’ professions, employee positions, and wage grades as a part of the Unified system of classification and coding of information of the Russian Federation); 3) living in the Republic of Tatarstan.

RESULTS AND DISCUSSION
Overall satisfaction with work plays a major role in the formation of risks of youth leaving blue-collar professions. The collected data indicates that 56.1% of the respondents were partially satisfied with their work (the larger part of them being from Kazan, the capital of the Republic of Tatarstan) while 37.9% expressed complete satisfaction (the majority of these workers being from other cities and villages of Tatarstan) and 6% of young workers were completely unsatisfied with this parameter (Graphic 1).

**Graphic 1. Assessment of overall satisfaction with work (in % of the survey sample, 2019, n = 1,500)**

<table>
<thead>
<tr>
<th></th>
<th>Completely satisfied</th>
<th>Partially satisfied</th>
<th>Completely unsatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall sample</td>
<td>37.9%</td>
<td>56.1%</td>
<td></td>
</tr>
<tr>
<td>Other cities</td>
<td>42.6%</td>
<td>50.3%</td>
<td></td>
</tr>
<tr>
<td>Kazan</td>
<td>33.2%</td>
<td>61.85%</td>
<td></td>
</tr>
</tbody>
</table>

Source: Search data.

Satisfaction with the realization of one’s expectations from work was examined as a separate aspect. The “partially satisfied” answer option was the leading one in this question, too (64.3%). However, the proportion of the respondents completely dissatisfied with this aspect increased with age (from 32.3% to 23.4%) and the number of people completely satisfied with it decreased by half (from 11.2% to 4.5%) (Graphic 2).
**Graphic 2.** Assessment of the satisfaction with the realization of one's expectations from work (in % of the survey sample, 2019, n = 1,500)

Source: Search data.

According to the survey results, satisfaction with the enterprise the respondent was employed in was generally higher than satisfaction with non-production activities (43.8% compared to 28.3%). The ratio of the choice of the "completely dissatisfied" option was 13.5% to 6.5%, respectively. The proportion of the respondents who chose the "partially satisfied" option was 49.7% for satisfaction with the enterprise and 58.3% for satisfaction with non-production activities (Graphic 3).

**Graphic 3.** Assessment of the satisfaction with the enterprise and non-production activities (in % of the survey sample, 2019, n = 1,500)

Source: Search data.

The study used a three-point system of assessment with 1 point corresponding to complete dissatisfaction of a respondent with a certain parameter of their life, 2 points meaning partial satisfaction, and 3 points corresponding to complete satisfaction. Using mean values, we compiled a rating in which higher values corresponded to higher satisfaction with a given parameter of life. According to the acquired results, satisfaction with one's relationships with close people was the leading parameter (2.73 points on average). It can also be stated that working youth was satisfied with their health, the enterprise they worked in, and the level of their education (2.43, 2.37, and 2.34 points, respectively). The average group by the level of satisfaction included the parameters of satisfaction with work and the overall quality of life (2.32 and 2.31 points, respectively). Dissatisfaction was caused by the realization of one's expectations from work and non-production activities (2.17 and 2.15 points, respectively). Support measures for young workers were the outsider of the rating (1.76 points).
Young workers as a social and professional group: assessment of the risks of leaving the profession

(Graphic 4).

Graphic 4. Answers to the question: “How satisfied are you with the following parameters of your life?” (in % of the survey sample, 2019, n = 1,500)

<table>
<thead>
<tr>
<th>Parameter</th>
<th>Satisfaction Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>support measures for young workers</td>
<td>1.76</td>
</tr>
<tr>
<td>non-production activities</td>
<td>2.15</td>
</tr>
<tr>
<td>the realization of your expectations from work</td>
<td>2.17</td>
</tr>
<tr>
<td>the quality of your life</td>
<td>2.31</td>
</tr>
<tr>
<td>your work in general</td>
<td>2.32</td>
</tr>
<tr>
<td>the level of your education</td>
<td>2.34</td>
</tr>
<tr>
<td>the enterprise you work in</td>
<td>2.37</td>
</tr>
<tr>
<td>your health</td>
<td>2.43</td>
</tr>
<tr>
<td>your relationships with people close to you</td>
<td>2.73</td>
</tr>
</tbody>
</table>

Source: Search data.

When answering the question “Can the absence or the insufficient degree of satisfaction with these parameters of life make you abandon your blue-collar profession in the future?”, half of the respondents selected a positive (“more likely yes than no” — 29.6%, “yes” — 24.8%). Every third survey participant answered this question negatively (“more likely no than yes” — 16.1, “no” — 14%). The “difficult to answer” option was selected by 15.5% of young people (Graphic 5).

Graphic 5. Answers to the question: “Can the absence or the insufficient degree of satisfaction with these parameters of life make you abandon your blue-collar profession in the future?” (in % of the survey sample, 2019, n = 1,500)

<table>
<thead>
<tr>
<th>Answer</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>no</td>
<td>14</td>
</tr>
<tr>
<td>difficult to answer</td>
<td>15.5</td>
</tr>
<tr>
<td>more likely no than yes</td>
<td>16.1</td>
</tr>
<tr>
<td>yes</td>
<td>24.8</td>
</tr>
<tr>
<td>more likely yes than no</td>
<td>29.6</td>
</tr>
</tbody>
</table>

Source: Search data.

Overall, we can conclude that over half of the working youth planned to change their profession in the future (25.1% of the respondents answered “more likely yes than no” and 24.4% answered “yes”). The “more likely no than yes” and “no” options were preferred by 19% and 19.1% of the respondents, respectively. 12.4% of the sample found it difficult to answer this question (Graphic 6).
Graphic 6. Planning to change one’s blue-collar profession in the future (in % of the survey sample, 2019, n = 1,500)

Source: Search data.

Insufficient salary and low social status of blue-collar professions were identified as the leading reasons for planning to leave the profession (48.5% and 45.1%, respectively). The lack or inadequacy of social guarantees caused dissatisfaction to 28.8% of the respondents and the remoteness of work from the place of residence frustrated 21.3% of the respondents. The social and psychological climate in the team and the work schedule caused discontent to 7.7% and 6.8% of the respondents, respectively. Only 5.5% of the survey participants indicated dissatisfaction with the need for retraining. The reasons stated by the respondents themselves included “lack of career growth”, “hard work”, “planning to start my own business”, and “harmful working conditions” (4%) (Graphic 7).

Graphic 7. Reasons for changing one’s blue-collar profession in the future (in % of the survey sample, 2019, n = 1,500)

Source: Search data.
Every second respondent was convinced that improving the working conditions requires monthly cash benefits from the state or enterprise to young workers (50.4%). Other relevant options included assistance in employment and finding jobs of interest and being assigned a mentor to provide supervision and professional assistance in the first six months of employment (43.3% and 37.9%, respectively). A one-time payment for employment in a blue-collar specialization was supported by 30.4% of the respondents and assistance in the adaptation at a new job was indicated as a necessary measure by 29.1% of the survey participants. Compensation of transportation costs in case of relocation was selected by 25.7% of specialists. 1.8% of the respondents provided their own options and suggested “assistance with housing”, “providing the opportunity for career growth”, “quarterly bonuses”, “exemption from personal income tax”, “assistance with residence”, “provision of a hostel”, “not requiring working experience when hiring specialists with a suitable profile of training”, “young people being hired without experience” (Graphic 8).

**Graphic 8:** Measures necessary to improve the working conditions of young specialists in blue-collar professions (in % of the survey sample, 2019, n = 1,500)

![Graph showing the distribution of options for improving working conditions among young specialists]

**Source:** Search data.

In reality, 34.7% of young specialists did not receive any of the indicated support measures. Only one-third of the respondents were assigned a mentor who supervised them and provided professional assistance in the first six months of employment (30%). Assistance in the adaptation at a new job was provided to one-fourth of the survey participants (27.3%). Approximately every tenth respondent received help in employment and finding the jobs of interest, was provided monthly cash benefits from the state or the enterprise, or received a one-time payment for employment in a blue-collar specialization (13.7%, 13.2%, and 10.6% of the respondents, respectively). Compensation of transportation costs in case of relocation was reported by 3.7% of the respondents. The options provided by the specialists themselves included “housing costs compensation” and “provision of a hostel” (1.3%) (Graphic 9).
Graphic 9. Measures received by young blue-collar specialists (in % of the survey sample, 2019, n = 1,500)

<table>
<thead>
<tr>
<th>Measure</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Own answer options</td>
<td>1.3</td>
</tr>
<tr>
<td>Compensation of transportation costs in case of relocation</td>
<td>3.7</td>
</tr>
<tr>
<td>A one-time payment for employment in a blue-collar specialization</td>
<td>10.6</td>
</tr>
<tr>
<td>Monthly cash benefits from the state or the enterprise</td>
<td>13.2</td>
</tr>
<tr>
<td>Assistance in employment and finding jobs of interest</td>
<td>13.7</td>
</tr>
<tr>
<td>Assistance in the adaptation at a new job</td>
<td>27.3</td>
</tr>
<tr>
<td>Being assigned a mentor to provide supervision and professional assistance in the first six months of employment</td>
<td>30</td>
</tr>
<tr>
<td>None of the presented measures</td>
<td>34.7</td>
</tr>
</tbody>
</table>

Source: Search data.

Dichotomous survey questions were used to create a typology allowing us to conduct diagnostics for the identification of young workers aiming to abandon their blue-collar profession in the near future. This part of the survey included six statements for the respondents to agree or disagree with. The list of statements included the following sentences: “I like my profession”, “I am satisfied with the social status ensured by my job”, “I am satisfied with my salary”, “I do not think about changing my profession in the future”, “I am not looking for possible vacancies”, “I am satisfied with the prestige of my profession”.

Following our typology, young workers were divided into three groups. The first group of “the highest risk of leaving the blue-collar profession” comprised 34.3% of the survey participants most of whom were men under 25 years old. The group of “average risk of leaving the blue-collar profession” included the respondents who answered four dichotomous survey questions negatively, their proportion reached 48.7%. This group was also dominated by the younger age group and young workers living in the capital. The group of “low risk of leaving the blue-collar profession” included the respondents who answered one or two survey questions negatively (17% of the sample). Most of them were female and aged from 25 to 31 years old.

CONCLUSION

The synthesis of conceptual provisions implemented in the present study allowed us to formulate our interpretation of the category “risk of leaving the profession” as applied to young workers as the probability of action related to the subjective decision to terminate one’s professional activity in a blue-collar profession. The synthesis of the structural, functional, institutional, and systemic approaches was implemented in creating our classification of risks constructed based on the identification of the institutional (the state of the labor market in the field of blue-collar professions, the quality of training provided by the institute of education to specialists in blue-collar professions, and the prestige of blue-collar professions in society), organizational and structural (financial security and quality of life, young workers’ working conditions, and the problems of adaptation and the functioning of the mentoring system), and subjective and personal factors (satisfaction with the choice of profession, the content of work, social and physical capital). Dissatisfaction with social guarantees, the prestige of blue-collar professions, and the received income are identified as the leading reasons for increased risks of youth leaving blue-collar professions since these factors significantly differ from the goals young people set for themselves. The dominance of partial satisfaction with work also presents a negative aspect. The results of the
study indicate that half of the young workers plan to change their profession in the future.

Approximately a third of young workers represent a group of “the highest risk of leaving the blue-collar profession”, every second respondent is attributed to the group of “average risk of leaving the blue-collar profession”, and only every fifth survey participant is in the group of “low risk of leaving the blue-collar profession”. The measures able to reduce said risks include monthly cash benefits from the state or the enterprise, assistance in employment and finding jobs of interest, being assigned a mentor to provide supervision and professional assistance in the first six months of employment, and a one-time payment for employment in a blue-collar specialization.

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Received: 20 Oct. 2020
Approved: 01 Dec. 2020