



TECHNIUM
SOCIAL SCIENCES JOURNAL

Vol. 34, 2022

**A new decade
for social changes**

www.techniumscience.com

ISSN 2668-7798



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Improving Youth Unemployment Issues and Further Development of Youth Policies in the European Union member states

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Abstract. Young people are the most important part of the country's labour resources and a strategic resource for socio-economic development. Employment of young people requires special assistance and support. They are distinguished from other socio-demographic groups of the population by their health, level of education, vocational training, mobility, high demands on work, etc. It is necessary to establish mechanisms and set goals through ministries, local governments, youth organizations, the private sector, civil society and international organizations to improve the various problems or challenges facing young people. Solving the employment problems of young people requires a special approach because it is the youth who are the most active part of society, which reacts strongly to social injustice. This chapter will summarize all the issues mentioned in the previous chapter and offer possible solutions for improving the youth unemployment problem.

Keywords. Youth unemployment, European Union, Youth Policy, Pouth Participation

Introduction

Young people are the most important part of the country's labour resources and a strategic resource for socio-economic development. The share of young people in the population significantly changes not only its gender-age structure but also the professional-qualified composition of labour potential. The successful future of any nation depends on the proper arrangement of the education system and the high quality of its functioning. In countries where the education system is effective, all the leading institutions of the state are accordingly healthy.

In studying the migration of young people, it is necessary to consider the interrelationship of economic, social and demographic characteristics, to take into account the state regulation policy of education and vocational training. Youth employment is a serious problem for many countries across the European Union. The mechanism of relations between the vocational education system and organizations has been disrupted in the last decade, and specialists are trained without any requirements. It is true that in a market economy it is impossible to achieve full compliance of the professional qualifications of specialists with

higher education to the ever-changing demands of the economy, but the education received must guarantee employment and the average level of life condition.

It is important to regulate the imbalance between the demands of the labour market and the professional-qualified composition of young people, it is necessary to involve young people as much as possible in international exchange programs. It can play an important role in solving the problem of soft skills and recognition of vocational education. Carrying out scientifically substantiated effective reforms in the field of education is crucial in order to achieve improvement. While talking about international exchange programs it is also important to mention that it comes with risks of losing highly qualified young people, as there is a high chance of migration after finishing the programme. Graduate migration has both pros and cons. The country from which the young people flow loses a significant part of their intellectual potential (invested by the family or the state). However, after some time, the country still fills both science and the national economy with significant personnel. International migration of young people is accompanied by demographic, social, cultural, and economic consequences.

Problem overview

The problem of unemployment is chronic, not only among young people but also among the adult population, a large part of the healthy adult population is unemployed for various reasons. One of the reasons for this is the disorganized labour market, as it does not specify how many staff are actually needed for the country-wide labour market that it will actually capture. In addition, it has not been researched in which sector of the economy what qualification labour force is needed in the labour market and which sectors may become more relevant and demanded in the future. It is also a problem to connect existing qualified staff and potential employers, but recently it has become easier to connect them through various online news sources (LinkedIn, Upwork, etc). The elimination of the above problems is for the most part very small in scale. Even these small actions are not coordinated as needed, nor are they systematic, and unfortunately in most cases are limited to private initiatives. The chaotic situation and imbalance of the labour market is especially difficult for young people to grasp and overcome, as they face many difficulties, such as a disorganized legal framework, the search for an employer, labour contracts that are often drawn up in favour of the employer, etc. They do not think for a moment or do not want to think, because they need a job and the income that they earn as a result of work. Unfortunately, the rights of young people are often violated by employers. Lack of practical skills, which makes them more competitive. All this is more difficult for young people to perceive and cope with, who still can not comprehend and perceive the existing reality, because they do not know their own capabilities and potential, have not yet developed the skills that will help in the job search process. It is the only short amount of young people who are in a better position, who better value their abilities and have self-confidence, have the ability to cope and overcome all challenges and barriers, as well as experience in job search and work, have set and established in what direction, in what field and in what position they want to work in the future. Such young people value themselves and their abilities more healthily and objectively. Important and noteworthy is the fact that all these qualities and abilities are formed in young people on the basis of special training and practical experience. The reason for labour migration is the refusal of the employer to employ young people because they do not have the relevant experience or lack qualifications. Lots of young people leave the country because they can not find a job in their own country, while in all age groups, the desire for employment is 15-29 years old is the highest. Lack of jobs also adds to the problem that the employer often requires experienced and qualified staff. That is why it is important for the

country to promote the establishment, active implementation and continuous development of internship and internship programs. Economic sustainability and development create jobs directly in the country. The short- and long-term / future tasks and strategies of the state should be aimed at creating jobs in the country and regulating the imbalance of the market system. It is also important to establish and improve the relevant legal framework. The fact is that the "liberal" Labour Code and the attraction of investment did not produce the desired result, which would have led to unemployment being overcome. It is also important to note that there is a mismatch between supply and demand in the existing labour market. There are vacancies in the labour market, but the qualifications of the staff/workforce in the country do not meet the existing requirements. There are also frequent cases when a graduate fails to meet the requirements of the employer despite the dilemma proving his profession. The conclusion is that the problem is complex and requires a well-planned approach to solve it in different areas so that young people have the opportunity for high quality, labour market-oriented, education and the opportunity to realize the knowledge and skills acquired.

The high level of youth unemployment is another problem that is typical for the whole European region. Another important and very disturbing trend among young people is the increase in the number of inappropriate jobs. They continue to work in conditions that are unfair to them and still remain in the category of the poor. 156 million young people worldwide - 37.7%, young people - today live in extreme poverty (or less than \$ 1.90 per day). Among adults, this figure is 26%. In addition to low wages, young people often work in the informal sector, part-time or part-time. For example, in 2014, the share of temporary position of part-time youth in the EU was 29% and 37%, respectively. Similar trends are in post-Soviet countries. For example, one of the main employment problems in Romania is the large number of young people working in the informal sector. Generally, the pattern became very popular – “Hiring a young person is easy, however, the quality of jobs is still low” (ILO, Report, 2020)

Low levels of employment continue to disproportionately affect the situation of young people, although there are significant differences in this figure in different regions. In developed countries, there is a distribution of poor citizens by age group, where young people take the place of older people in the group at risk of poverty (in developed countries this group includes people whose average income is 60 per cent). Thus, in 2014, the share of young workers at high risk of poverty in 28 EU countries was 12.9 per cent, which is mainly 9.6 per cent in working circles (aged 25 to 54). This problem is particularly acute in countries where the proportion of young workers at risk of poverty exceeds 20 per cent. (Eurostat, 2014)

Studies conducted by the World Bank have shown that young people find it difficult to integrate into the labour market, which worsens their economic and moral situation. In addition, people who experience long-term youth unemployment are at increased risk for other types of social pathologies: deteriorating health, malnutrition, and prone to criminal behaviour. High unemployment among young people is an unused resource in developing countries, both in terms of economic growth and solving fiscal problems.

Changes are happening in people, especially young people. Adaptation to a new environment is much easier for young people than for the elder generation. Therefore globalisation processed in the world, digitalization and internet development should be in the interest of the state institutions – to promote within youth. Therefore, solving these difficulties will affect the well-being of the whole community. Unemployment of young people is a social problem - problems of this nature come from the economic instability of the state. The problem of youth employment also includes the financial claims of young professionals that are not shared by employers. Thus, young people are looking for a job but cannot find it, which is why

they do not have a means of subsistence. This will lead to the pursuit of illicit income, which often leads to crime, drug addiction, contributing to poverty. The decline in the living standards of young people has also affected their cultural life. Western ideas of consumer attitudes towards life are popular, which is reflected in the search for money and fashion culture, material prosperity. In addition, there are recreational problems in young people. There are no sports sections in many towns and but rural areas especially suffer from a lack of youth activities. Young people usually have more ability to master the latest advances in science and technology, great aspirations for previously lesser-known but now prestigious, high-paying professions. Young people are widely involved in financial intermediation, public administration and defence, health care and social services. They place special demands on the workplace - in terms of payment, working conditions, qualifications and career advancement opportunities. Young people attach no less importance to employment by speciality. Young people are characterized by rapid and painless adaptation to the workplace due to their psychophysiological qualities (dynamism, flexibility, energy, striving for innovation, perfection, self-realization, etc.) and their characteristics. That is why they are active in the labour market, often placing study and working. Youth is a period when important decisions are made. For example, choosing a profession, creating a family, making friends, defining ways of life, and creating own world. Ways to solve the problems of young people lie in politics, not just in papers and speeches. The government should know that young people are the future of the country. It is, therefore, necessary to maximize the skills of young people and promote employment and career advancement in order to avoid the many problems that accompany youth unemployment.

How to improve youth employment problems

Youth, as part of labour resources, is characterized by a number of special features, which lead to the use of this category of labour force. First, young people do not have work and life experience, which greatly complicates their choice of profession. In addition, their lack of professional training is noteworthy, which significantly reduces the competitiveness in the labour market. On the other hand, young people are usually distinguished from other socio-demographic groups of the population by their health and resilience, as well as by a long period of disability. Young people can receive a high level of general education and vocational training, if the middle-aged, pre-retirement and retirement age workforce tries to adapt their vocational training to the relevant market demands, young people have a high level of general education, culture and awareness and more opportunities to use it successfully in practice. They are characterized by higher mobility, energy, and initiative.

Prolonged unemployment or unemployment by profession does not allow young people to deepen their educational and professional knowledge, which leads to personal degradation, social problems (increase in the number of divorces, increase in crime), etc. It should be noted that the youth is the main source of labour supply and therefore the main supplier of labour in the labour market. Therefore, despite the difficult socio-economic situation in the country, the investments made today for the professional training and targeted employment of young people, the future will have a much greater positive impact on the future socio-economic development of the country.

The state's approach to youth employment requires special care and moderation, as long-term youth unemployment and underemployment can even lead to a social explosion. That is why the role and importance of state regulators in the labour market are constantly growing. Strengthening the direction of employment regulation in the state youth employment policy can dramatically change the situation in both the regional and national labour markets. Youth

employment depends on various factors, which are essentially divided into 2 groups - objective and subjective. These factors should be taken into account in determining the priority directions of the state youth employment policy.

"Objective" factors are mostly manifested in an institutional form - jobs, vocational training, employment service, etc. As the connection of the general economic situation with employment. "Subjective" factors are directly related to young people (their readiness for professional work, value orientation, other psychological characteristics, etc.). The allocation of factors influencing youth employment primarily allows for an objective assessment of the state regulation of youth employment at different levels (local, regional, country) and in the short and long term.

Conclusion

Given the urgency of the issue, the employment problem is one of the most important economic problems in the EU. The root problems of employment are still unresolved. This, in turn, leads to feedback - a slowdown in economic development. From these problems, we can highlight some key issues related to the successful solution of the tasks of ensuring effective employment. In the labour market, it is difficult to achieve an optimal balance between labour supply and demand, which hinders the reduction of unemployment rates in the country and the stability of employment processes. In addition, it is important that without the development of state policy, the labour market cannot regulate the creation of equal employment conditions for job seekers. Especially in the case of low-competitive jobs.

It is also clear that the effectiveness of initiatives or programs implemented to improve youth employment in the EU over the last decade is doubtful. This is confirmed by the high level of youth unemployment. Inefficiency is due to several factors, the most notable of which are:

- a. The huge gap between EU member states in terms of economic status, specific characteristics or youth unemployment confuses the idea of a unified, universal policy and significantly reduces its effectiveness.
- b. Policymakers do not want to understand or do not understand that solving such a complex and multifaceted problem as youth unemployment is impossible with any kind of universal, 28 state solution project.
- c. Many of the state programs are more about encouraging young people, involving them in education or training, and providing them with social assistance, rather than solving key problems or stimulating job creation. Without the latter, even a high level of education and professional development is ineffective. These measures temporarily, slightly eliminate the problem of unemployment, but do not eliminate its primary source - the problem remains.

From all the above, the root of the multifaceted problem of youth unemployment in the EU should be sought not in financial crises, economic shocks or other external factors, but in the internal, social, educational or educational problems of a particular country. And the way to solve it depends on the will and ability of the government of this or that country to discover the mentioned problems or challenges and to solve them. Otherwise, any superficial attempt makes no sense; Youth unemployment is having serious consequences for the country and its future.

The entrepreneurial sector is the foundation of any country's economy. Small and medium enterprises are especially important for the developing economy. They are the ones who stand out with the potential for employment growth and job creation. Also, a strong and

well-developed small and medium-sized enterprise sector contributes significantly to exports, innovations, and the creation of modern entrepreneurial culture, and at the same time, plays a special role in raising the level of wealth of the individual state. In the process of developing the labour market, it is important that the employee not only be provided with a job but also, at the same time, his rights as an employee are strictly protected and receive adequate remuneration as a result of the activity, which provides him with normal living conditions. As we discussed above it is essential to have a complex approach to the issue. More private and public sectors need to be involved in youth employment. There should be a higher frequency of state attention to addressing youth employment and employment problems. It is necessary to have a state employment system that will study the economic situation of all young people and, consequently, implement the employment program.

Human capital is an intensive productive factor of economic development, which ensures the efficient and rational functioning of the country. The more developed the economy, the higher the share of human capital in the national wealth of a given society. Given each of the above, large-scale investments in the education sector are a necessary precondition for future economic development. Knowledge-based economy and human capital development should be the absolute priority of the country. The role of the state is very important in the process of human capital development. The country's economy needs to change the quality and structure of human capital. To do this, however, research and a detailed study of the segment are needed to better identify the needs and requirements of young people.

To increase the level and quality of employment, the state is obliged to develop programs that will help improve professional development. The structure of labour market demand in the market should be studied to train relevant qualified personnel. Employment programs should be specific and not general, they should take into account the specifics of a particular region and population. The existence of appropriate management bodies is necessary for the implementation of these programs. The efficiency of the existing services, which are responsible for working on employment problems, is highly inefficient and does not give the desired results in the majority of cases.

At the present stage, the main task of the European Union is to improve and implement programs for the radical improvement of the socio-economic situation of the population at all levels, in which the states should take an active part. To overcome it, it is important to take into account the demands of the labour market and the demographic, political, and national conditions characteristic of the state. These recommendations stated in this chapter will help reduce the unemployment rate among young people and increase real employment opportunities.

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