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YOUTH UNEMPLOYMENT ISSUES IN THE UKRAINIAN LABOUR MARKET

Annotation. This article discusses the issue of youth unemployment in the labour market of Ukraine and solutions to this problem.

Анотація. Розглянуто проблему безробіття серед молоді на ринку праці в Україні та шляхи її вирішення.

Аннотация. Рассмотрена проблема безработицы среди молодежи на рынке труда в Украине и пути ее решения.

Keywords: youth, unemployment.

The aim of the study is to uncover the reasons for youth unemployment in Ukraine and offer solutions to this problem.

The topicality of this issue is substantiated by the fact that now it is extremely difficult for a young person to get a decent job. Now, employment of youth is considered to be one of the most crucial social and economic problem, as the labour market and the market of education services, as well as the commodity market, are being developed and regulated by the laws of supply and demand. Therefore, it is important to tip the balance of these markets to successfully develop Ukraine's economy and society as a whole. It is generally acknowledged, that the problem of population employment is among the most important, high priority ones, in any civilized country. This problem is especially burning among the socially unprotected segment of the population, the youth [1, p. 22; 2, p. 51].

The experts of Gorshenin Institute (an independent non-profit analytical and research center, studying social and political processes in Ukraine and worldwide) following the results of the annual program of the international research "Students are the image of the future" concluded that lack of employment and opportunities for self-realization rank as the two most burning issues of modern youth. According to the returns of the offered youth questionnaire, the Ukrainian students prioritize the absence of work and the employment question (36,0 %), financial dependence on someone (34,1 %), as well as lack of free time (28,4 %) [3].

The above discussed situation intensifies the tension on the Ukrainian labour market, adding up to the crisis in economy, demography as well as the transition of enterprises to private owners, the elimination of workplaces with less stringent work requirements and the creation of new ones under more stringent conditions of hiring. As it turned out, without the necessary all-round professional education and training young people, who are emerging on the labour market for the first time, lack a guarantee of employment, becoming socially unprotected [2, p. 53; 4].

According to the Goskomstat, under the 2009 crisis, the number of the unemployed among youth in Ukraine came up to 13 % – and it was twice higher, than that among the entire population which was 6 %. In 2010 the proportion was the same: about 18 % among youth (practically every fifth), and about 9 % among the entire population. From 2011 to 2012 the unemployment rate among youth was a little lower, it came to 16,7 %, while the unemployment rate countrywide increased to 9,8 % [5].

Ukrainian experts underline that the rights and duties of graduates of higher educational establishments, regulations covering their employment are stipulated by the Law of Ukraine "On Higher Education" as well as the Code of Laws on Work in Ukraine "On Population Employment", article 7 of the Law of Ukraine "On Assisting in Social Formation and Youth Development" in which the state guarantees the able-bodied youth the right to work on equal terms with other categories of citizens [4]. But still there is much work to be done in this sphere. It is bound to be carried on in two domains: legal and practical. For years, the Ministry of Education and Science, Youth and Sports of Ukraine has been developing a set of youth work centers, and youth public organizations to facilitate the outcomes of this work [2, p. 57, 6, p. 56].

In view of the above discussed, an important task is to identify the main reasons affecting youth employment, develop a unified state policy in this field, as well as offer recommendations taking into account the future youth graduates dynamics. The following causes of youth unemployment have surfaced: a) at times, young people are insufficiently informed about the requirements of a modern labour market; b) often the profession received by the graduates, under new changing conditions, appears unclaimed in the labour market; c) employers are sometimes unable to estimate youth's mobility, flexibility, ability to learn; d) the skills of competent job search, negotiating with employers are often absent; e) young people tend to have overestimated expectations as to the salary and working conditions.

On analyzing these factors and with the account taken of article 7 of the Law of Ukraine "On Assistance in Social Formation and Youth Development in Ukraine" it is possible to reach a conclusion that to solve the problem of unemployment among youth the following steps have be to taken:

- strengthen the influence of the state on employers to ensure work places for the young;
- seek to develop realistic employment expectations in young professionals;
- the employment services should introduce effective measures to increase the chances of young people in the labor market.

Thus, the state guarantees the right of young people to work, but due to lack of sufficient practical experience, social, legal and professional knowledge, and, sometimes, psychological inability to successfully compete in the labor market, it is difficult for young citizens to exercise their legal right to work.

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