

Czech University of Life Sciences Prague

Faculty of Economics and Management

Department of Humanities



DIPLOMA THESIS

**Youth unemployment as a social and educational
problem**

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CZECH UNIVERSITY OF LIFE SCIENCES PRAGUE

Department of Humanities

Faculty of Economics and Management

DIPLOMA THESIS ASSIGNMENT

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Economics and Management

Thesis title

Youth unemployment as a social and educational problem

Objectives of thesis

The objectives of thesis are to investigate the phenomenon of youth unemployment as a social and educational problem in Ukraine, Poltava region, town Lubny in Lubenskiy professional college No.1., to underline the reasons for unemployment among graduates of college, to outline the work of the social national policy of youth protection, to launch the program "Help with the employability of technical college graduates No. 1 (Lubny, Poltava region, Ukraine)", to interview graduates with the obtained results being presented in the analytical notes, identifies the factors that cause this phenomenon and ways to overcome it.

Methodology

In research was used the following methods: general scientific (analysis, synthesis, classification, generalization of the collected material), theoretical (analysis of scientific literature on the investigated problem, empirical (observation, interview graduates with the obtained results being presented in the analytical notes, identifies the factors that cause this phenomenon and ways to overcome it and summarize the forms and methods of work with unemployed young people); methods of statistical analysis of experimental data.

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Unemployment, youth, labour market, youth employment, social work, social support, graduates

Recommended information sources

ALMAZOVA, Valentina. Social work: science and profession. Lviv: Vice, 2010

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Declaration of integrity

I declare that I have worked on my Diploma Thesis called „ Youth unemployment as a social and educational problem “ solely by myself under management of my supervisor and I have used only quotations and resources of information mentioned at the end of the thesis. As the author of the diploma thesis I declare that I have not violated any copyright rules and author rights of the third parties.

In Prague, March 28th 2014

Tetiana Chymosh

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**Youth unemployment as a social and educational
problem**

**Nezaměstnanost mladých lidí jako sociální a
vzdělanostní problém**

Summary

This diploma thesis focuses on studying of sociological aspects of unemployment problems among youth in modern society.

Young people have a lot of talent, energy and motivation. They are important drivers for social change and economic development. However, they are more vulnerable to unemployment compared to adults. In Ukraine, youths are especially suffering from the lack of opportunities to find a job. Therefore, the government has set a special focus on youth employment programs and initiatives in order to better integrate them into the labor market. The relevance of the topic of this master's work stems from the fact that young people – are the foundation of the future. Young people affected by social processes, determine the future of the state, through their mobility, flexibility and intellectual potential. That`s why it`s important to develop methods and forms of social and educational work in the social sphere. The main task of successful implementation of forms of social and educational work in solving the problem of unemployment among young people is to create a system to work optimally use the arsenal of those forms of work that offers social work and methods of educational work, their precise combination and appropriate use of social and pedagogical practice.

Keywords: unemployment, youth, labour market, youth employment, social work, social support, graduates.

Souhrn

Tato diplomová práce se zabývá studiem sociologických aspektů problému nezaměstnaností mladých lidí v moderní společnosti.

Mladí lidé mají velké množství talentu, energie a motivace. Jsou důležitým pohonem společenských změn a ekonomického rozvoje. Avšak jsou více ohroženi nezaměstnaností ve srovnání s dospělými. V Ukrajině, hlavně mladí lidé trpí nedostatkem pracovních příležitostí. Proto se vláda speciálně zaměřila na programy a iniciativy zabývající se nezaměstnaností mladých lidí, aby je lépe integrovala na pracovním trhu. Důležitost této diplomové práce je podložena faktem, že mladí lidé představují základy budoucnosti. Mladí lidé zasažení sociálními procesy určují budoucnost státu skrze svou mobilitu, flexibilitu a intelektuální potenciál. Právě proto je důležité rozvíjet metody a způsoby jak správně pracovat v sociální sféře ve smyslu vzdělávání a sociální práce. Hlavním úkolem pro úspěšnou implementaci různých forem sociálních a vzdělávacích programů za účelem řešení problému nezaměstnanosti mladých lidí je vytvoření takového systému, který pracuje optimálně a využívá veškerý arsenál a přesnou kombinaci sociálních a pedagogických praktik.

Klíčová slova: nezaměstnanost, mladí lidé, pracovní trh, nezaměstnanost mladých lidí, sociální práce, sociální podpora, absolventi

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INTRODUCTION

The transition to a market economy in labor and employment conditions, restructuring the economy has led to the emergence of a fundamentally new situation social and labor relations. Particularly relevant to this situation was the youth who due to the specifics of their social and psychological characteristics is not enough prepared for the realities of modern job market.

It makes the young people a group of the population with low competitiveness in the labor market that requires the state to develop and implement a unique system means providing not only to give certain guarantees employment for young people, but also support in adaptation of populations to modern economic system of society. At the same time it is possible to ensure participation in adaptation programs of youth into the labor market not only public bodies that regulate employment, but also educational institutions (public and private), entrepreneurs and employers, local authorities.

Development of interaction mechanism all participants of industrial relations (government, employers, local authorities, NGOs) on the issue of youth employment stabilization, that can assist it in adaptation the labor market and examine issues related to youth employment issues are extremely important and socially significant.

This is due to the increase of negative trends in youth employment (increase in the number of unemployed under the age of 29 years, an increase in their part of individuals share with secondary and higher vocational education, the share of long-term unemployed) and the negative effects of youth unemployment (growth number of offenses among teenagers and young people, widespread among youth alcoholism, drug addiction, prostitution and other anti-social phenomena).

One of the most undesirable consequences of youth unemployment is a decline of motivation, the delay in the formation of working person living in those young people whose working life begins with unemployment. In this regard, the state and society should not wait passively self-tuning of the youth labor market: to science-based regulation of youth employment policy. All the arguments caused the choice of topic of this research.

In modern society there is a deepening of employment. The economic crisis, which is now in Ukraine, has a negative impact on the labor market. In Ukraine there is disastrous increase the number of unemployed. According to the International Labour Organisation

we have about 1 billion people or one third of the labor force unemployed (150 million) and fully employed. Remains consistently high unemployment rate in the European Union, they account for nearly 16 million, representing nine to ten percent of the total workforce.

The political, economic and social reforms have completely changed the labor market in Ukraine. On the one hand, people have opened up new opportunities for self-realization, on the other - there are new problems, particularly those related to the sharp decline in demand for labor, the emergence of unemployment. If it rises to the "problem" level, in any country, increasing requirements are to government in relation to promptly develop and adopt measures to strengthen social protection.

Analysis of scientific literature suggests that the issue of unemployment studied authors such as Bocharov V.G., Perepelitsa M.L., Skurativsky V.A., Paliy A.M., Cape A.J., Smith L.G., Zvereva I.D., Hlebik S.R., Alexandrova A.N., Vasilyev N.L., Tetersky S.V., Shakurov M. and others. However, the aspect of "youth unemployment as a social and educational problem" investigated not enough.

Objectives and Methodology

Object of study: unemployed youth.

Subject of research: youth unemployment as a social and educational problem.

The purpose of this thesis - to investigate the phenomenon of youth unemployment as a social and educational problem, identifies the factors that cause this phenomenon and ways to overcome it.

The aims of this diploma thesis are:

- to identify the factors contributing to the emergence of unemployment among young people
- to underline the reasons for unemployment among youth
- to outline the work of the social national policy of youth protection
- to launch the program "Help with the employability of technical college graduates № 1 (Lubny, Poltava region, Ukraine)", to interview graduates with the obtained results being presented in the analytical notes.
- to implement a system of social services aimed at shaping the economic consciousness and social support for young people

The writer set up hypotheses, which will be proved or disproved:

- considerable problems employment of youth include: shortage trustworthy information and lack of forecasting assessments regarding the prospects of the formation the labor market.
- young people do not have enough information about the labor market.
- during the transition to a market-oriented economy some of the young generation grew used to relying on social assistance rather than looking for a job on their own.
- "Help with employability of technical colleges' graduates № 1" program will be a useful guide to living the in independent life of the graduates and will open up new horizons.

The relevance of the topic of this master's work stems from the fact that young people – are the foundation of the future. Young people affected by social processes, determine the future of the state, through their mobility, flexibility and intellectual potential.

The methodological basis of the research was the theory of scientific knowledge, a systematic and chronological approach to the analysis of unemployment as a social and educational phenomenon ; conceptual positions of philosophical, psychological and pedagogical sciences about the essence of unemployment; dialectical contradictions for the removal of unemployment as a social and educational condition, determination of behavior unemployed person by external and internal factors leading role in personality formation activity, the main provision of social pedagogy and social improvement of the socio-educational work with unemployed youth.

In research was used the following **methods**: general scientific (analysis, synthesis, classification, generalization of the collected material), theoretical (analysis of scientific literature on the investigated problem, empirical (observation, interview, survey, diagnosis, research and summarize the forms and methods of work with unemployed young people); methods of statistical analysis of experimental data.

Experimental research framework:

Research handled at the Lubensky vocational and technical education centre number 1 where it was formed 2 groups (50 students) - Expert and control.

For the ground of certain provisions, conclusions and recommendations contained in the study, a survey was summarized material of 50 students of vocational schools number 1.

Literature review

3.1. THEORETICAL - METHODOLOGICAL APPROACH TO STUDY THE PROBLEM OF EMPLOYMENT

3.1.1. Social, economic nature of unemployment, its causes

The effective functioning of the economy associated with the provision of full employment of available labor resources. Full employment of resources means involvement in the economic cycle all the resources that are suitable for the production of goods, including labor. With full employment output is the maximum possible (potential) and measured by potential GDP. Under conditions of underemployment factual production volume is less than the potential. In such circumstances, a certain part of the working population does not have to work because there is involuntary unemployment. Employment and unemployment are the main indicators of macroeconomic instability [9].

Workforce - is a set of physical and intellectual abilities that a person has and what she or he uses at work (ability to work). Employment - the activities of the working population of the country, aimed at the reproduction of GDP and national income. Employment is determined by the number of persons who perform any kind of work for a wage, and receive other income (working for yourself). Providing to all comers and capable operate opportunities to participate in social production leads to maximum employment total working population (males aged 16-60 years, women aged 16-55 years) and older people and teenagers, working in different industries or engaged in other economic activities [10].

International statistics divides the whole population into two categories:

1. economically active population, including:

- employed persons;
- independent workers;
- persons temporarily not working due to objective reasons;
- unpaid family members of working age;
- persons who combine study with work part-time;
- pupils, students and persons passing apprenticeship and Move-learning;

2. economically inactive population includes all those who, regardless of age and

gender are not part of the economically active population:

- Persons employed in the household;
- Pensioners;
- Disabled persons.

Consequently, the economically active population in market conditions determine the total labor force - the amount of labor potential.

Unemployment - economic phenomenon according to which part of the cost of the active population is unable to use their labor. Unemployment is a phenomenon of macroeconomic instability for two reasons:

- testifies to underutilization of society's resources and acting in the direction of reducing aggregate supply (GDP);
- points to the certain number of people with lower solvency affecting the reduction in aggregate demand [9].

Unemployed is a person who is willing and able to work but does not have job, which would correspond to the level of training, experience, expertise and so on.

According to the Law of Ukraine "On Employment" are unemployed able-bodied citizens of working age who are due to conditions beyond their reasons for not having money and labor income registered in state employment as a person seeking work.

According to the definition of the International Labour Organisation (ILO), the unemployed include persons who:

- not part of the institutional population, ie belonging to the population aged over 16 years and are not at the same time in such institutions as prisons, hospitals, etc.;
- lack paid work during the week of employment or private enterprise;
- carrying out specific efforts to find employment within a specified period prior to observation.

Economists explain the different causes of unemployment in a market economy. In general, could be the following approaches to explain this phenomenon:

- a) the surplus of population (Malthusianism);
- b) organic growth of capital construction (Marxism);
- c) high salary (Neoclassical)
- d) lack of aggregate demand (Keynesians).

One of the earliest explanations of unemployment is mentioned in the English labor

economist priest T. Malthus. Author noted that unemployment caused demographic reasons, with these resulting in growth rate of population exceeds the rate of production growth.

K. Marx is quite thoroughly researched unemployment rate in "capital". He noted that technological progress increasing the number and cost of production, which accounted for one worker. This fact convinced Marx that economic development leads to a relative retardation of demand for labor on the rate of capital accumulation, and this is the reason for unemployment. Such an interpretation is mathematically not quite correct, because if the demand for labor grows, the unemployment disappears, or at least resolve, despite the fact that capital accumulation takes place more rapidly. Obviously, this explanation of unemployment is not exhaustive.

It must be said that Marx imagined also its other causes, such as cyclical development of market economy, making the rate constant companion of a developed market economy.

The withdrawal rate of cyclical development of the economy was stable after Marx tradition in economic theory. If the economy is cyclical, when the booms and busts contribute to economic development, the result is the release of labor and the curtailment of production, increasing army of unemployed.

The most widespread in western economics is neoclassical and Keynesian concept of unemployment.

Neoclassical concept of unemployment in the most consistent form was represented by economist A. Pigou in his book "Theory of Unemployment", published in 1933 [24].

A. Pigou's position is as follows:

a) The number of workers employed in manufacturing is in inverse relationship to the level of wages (employment the lower, the higher wages);

b) the balance between wages and the level of employment that existed before the First World War 1914 - 1918's, because the salary was established as a result of free competition among workers at a level that ensures almost full employment;

c) increased after the First World War, the role of trade unions and the administration of the state unemployment insurance have made wages inflexible by allowing it to maintain a very high level, which is the cause of mass unemployment;

d) to achieve full employment necessary reduction of salary.

Consider this concept in more detail by using a graphical illustration for clarity (Figure 1.1).

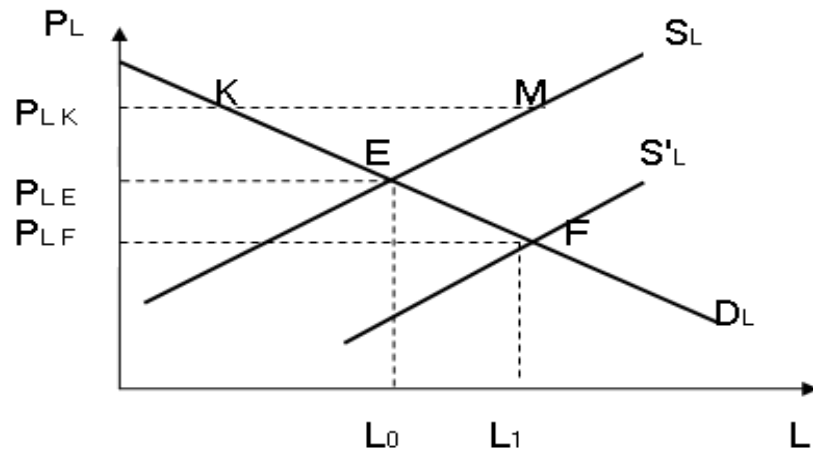


Figure. 1.1 - Voluntary unemployment rate with the existence strict wage

Equilibrium in the labor market in the neoclassical model is defined via the labor demand and its supply function, where the cost of labor is the real wage PL . The curve of the demand for labor is waning DL character, so that firms that make demands on the factor of production can hire to work a greater number of workers at lower wages. If wages will increase the amount of labor that attracted will decrease. Thus, the demand for labor - a function of real wages:

$$DL = f(PL) \quad [1.1]$$

Labor supply in the labor market SL also depends on the real wage: the higher the PL , the more workers offer their labor market, and, conversely, the lower the wage, the lower this number would wish get a job. Consequently, the supply of labor is considered as a function that increases the real wage and labor supply curve has a positive slope:

$$SL = f(PL) \quad [1.2]$$

Combining graphs of supply and demand, we obtain the neoclassical model of the labor market, which shows that everyone can find a job to work when equilibrium wage rate that has evolved PLE [9].

If the supply of labor will increase (shift the curve SL in position $S'L$), it will lead to lower wages and to balance the labor market comes at a point F .

Thus, the neoclassical model of market economy capable in principle uses all of labor resources, but only on condition of wage flexibility. Full-time work in this case means that everyone who wants to sell a certain amount of work at the rate of wages prevailing at the moment can make his or her wishes. If the wage is higher PLK market equilibrium level (at the request of trade unions or the public intervention), it would mean that the demand for labor would much less labor supply and defined mass of workers will not work. Number of unemployed illustrates segment. So, in the neoclassical model of unemployment rate real, but it does not follow the laws of the market and is the result of their disability, interference with the competitive mechanism or state or union that is not market forces. These forces do not give a reduced wage to its equilibrium level, whereby employers can not all interested operate a job propose at a rate of pay that demand.

Therefore, according to Neoclassicists in a market economy can only be voluntary unemployment, ie one that meets the requirements of high wages. The workers themselves choose unemployment rate because they do not agree to work for lower pay for their labor. The same can be said about the role of government if it regulates wages, it gives a competitive market mechanism.

That is why the neo-liberal economists offer to eliminate unemployment rate to achieve competitive job market, flexibility of salary.

However, the neoclassical model of unemployment may occur during storage flexibility of wages, as some of the workers will remain without work on their own, claiming higher earnings. This situation is illustrated in Fig. 1.2.

The graph on the labor market equilibrium is established at point E. However, the market rate of wages PLE, has evolved, the need for firms in the labor force (area below the demand curve DL point E) is not fully satisfied and is the value of EF. At the same time, this requirement can in no way be satisfied because unemployed workers are willing to work only with a higher rate (section SL labor supply curve above the point E). Thus , the maximum amount of labor that can offer market value is L1 (segment AF), and able to demand payment companies to work, which is determined by the marginal productivity of labor , - L0 (segment AE). The difference between these volumes is the segment EF, which shows the number of workers who refuse to work for the firm wages.

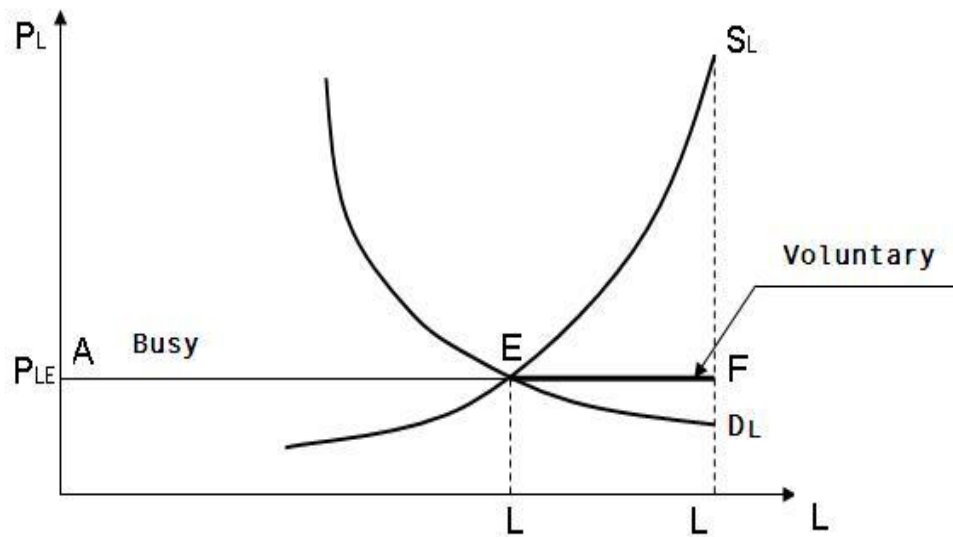


Figure 1.2 - Voluntary unemployment rate during flexible wage

Neoclassical concept of voluntary unemployment, as outlined in the above book by A. Pigou, was the subject of severe criticism by J. Keynes in his work "The General Theory of Employment, Interest and Money," which was written in hot pursuit of the Great Depression.

Outlining their views, J. Keynes rejects the theory of Pigou, shows that unemployment is inherently present in a market economy, and arises from its laws. In the Keynesian concept of the labor market can be in equilibrium not only at full employment, but also in the presence of unemployment. This is because the supply of labor, according to Keynes, depending on the size of the nominal wage and not on its real level as was believed neoclassicisms. So, if prices rise and real wages reduced, at the same time the workers refuse to work. Demand for labor is placing on the market of entrepreneurs is a function of the real wage, which varies with the change in prices: the price increase workers can buy less goods and services, and vice versa. As a result, Keynes concluded that the volume of employment in a greater degree depends not on the workers, and by businesses as the demand for labor is not determined by the price of labor, and the size of the effective demand for goods and services. If effective demand in the community is insufficient, because it is determined primarily by the marginal propensity to consume, which decreases with increasing income, employment reaches an equilibrium level at a point located below the level of full employment (Figure

1.3).

Overall demand in society determines the output, and hence the demand for labor. With lower wages can stimulate a significant increase in employment. Remedies for unemployment is increasing government spending or tax cuts, resulting in increased in aggregate demand and thus increase demand for labor.

D. Keynes merit in developing the theory of unemployment is largely determined by what he proposed the logical model of the mechanism that spins the economic instability and its integral part - of unemployment.

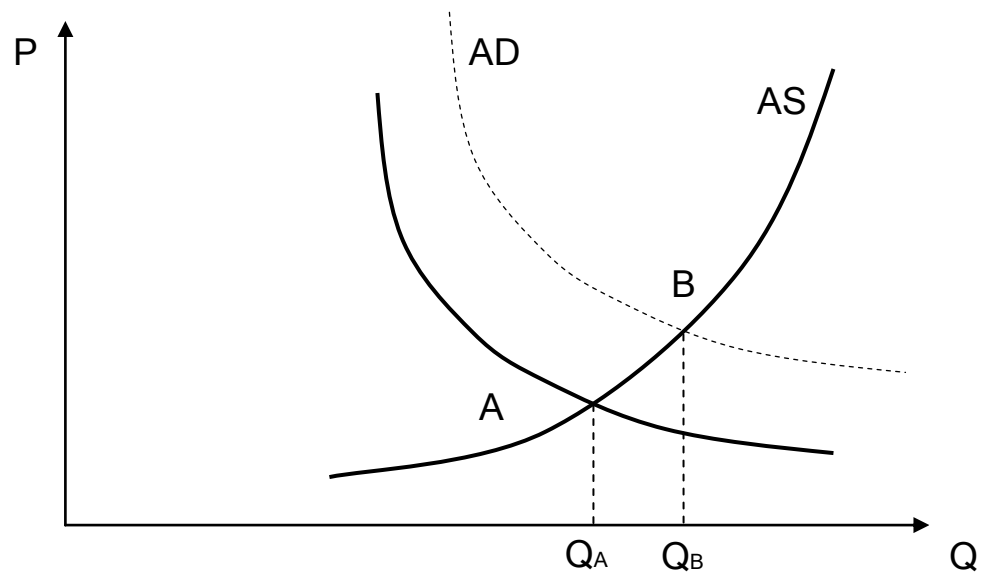


Figure 1.3 - Influence of aggregate demand on the unemployment rate

Keynes pointed out that with the growth of wealth in the developed market economy most people are not all consumed income, some part of it converted into savings. So they turned to investing, you must have some level of consumer and investment demand.

Falling consumer demand reduces interest in investment and, consequently, reduced demand for investment. By reducing the incentives for investment and production is not growing even can not rolled out which leads to unemployment.

The main factors which may lead to an increase in unemployment following:

- structural shifts in the economy lead to the fact that the introduction of new technologies, equipment causes reduction of excess labor;

- economic decline or depression, forcing employers to reduce the need for all resources, including labor;

- government policies and trade unions in wage: raising the minimum wage increases the cost of production and thus reduces the demand for labor;

- seasonal changes in the level of production in certain sectors of the economy;

Unemployment is caused by a complex of reasons:

- Structural changes in the economy;

- the unevenness development of productive forces in the national farms in some regions;

- The constant progress of technology, especially its revolutionary form - STR;

- Looking for staff new working places where higher wages, more meaningful work;

- Limited demand for goods, services and so on.

As we can see, unemployment causes could be many. Therefore, economists now consider not unemployment in general, but its specific forms or types.

Unemployment - is a social phenomenon the essence of which lies in the unused active community of workable population. It is inherent in inhumane systems with uncontrollable and unmanageable part of a market economy and resulting from the bankruptcy or liquidation of the enterprise reform, restructuring of various industries. Unemployment may include a large number people of working age who are not dependent on their causes and against their wish are excluded from the manufacturing process and do not pay [24].

Under conditions of changing socio-economic relations in the direction of a market economy is impressive the structure of the working population multiboot hidden unemployment. That is the unemployment rate in Ukraine that can not be the natural result of scientific and technological progress, technological innovation and the effects of competition in the labor market observed in advanced foreign countries. A characteristic feature of hidden unemployment is the fact that being caused by destructive processes in the economy, it is the destruction of the most advanced and promising skilled workforce. Hidden unemployment may be paid in the form of unemployment or indefinite vacations,

part-time work week, reduced working hours and so on [22].

Quite often to relieve social tension and lack of material resources to radically solve the problem the power structures obviously support the functioning of hidden unemployment. This policy leads to conflicts and other social upheavals.

In order to settle this issue in Ukraine there is a law "On Employment" (1991), which defines the rights of citizens to employment, training, retraining and receiving information in employment.

The law admits unemployed people of working age, which is not dependent on them causes no income due to lack of suitable jobs, registered with the state employment service and really looking for a job and able to start work. Law also provides granting of state preferences the unemployed developed procedure of their employment [15].

Unemployment is on the one hand, an important stimulant activity of the working population, and the second - a great public calamity. All countries are making great efforts to fight unemployment, but no one yet has managed to eliminate it completely. Even in countries with well developed socially oriented economies like Japan, Germany , the U.S. and others, the number of unemployed was less than 0.6 % of the total workforce. In general, the estimates of the International Labour Organisation believe that in subsequent years the average unemployment rate in the world will be about 10% and completely eliminate it fails any one country [23].

In classical theory there is the concept of "classical unemployment", which is the result of too high wage rate towards the one that would have balanced the demand for labor and its supply, recorded, such as trade unions. High wage rate makes employers to cut demand, and the owners of labor offer it in an amount that exceeds the needs [23].

3. 1.2 Analysis of key indicators and forms of unemployment

From the standpoint of the concept of international labor standards, ILO, under Resolution, which refers to the statistics of the economically active population, employment, unemployment and underemployment, adopted by the 13th International Conference of Labour Statisticians (October 1982)., The entire population is divided into three main category:

- employed;
- unemployed;
- outside the labor force.

According to this concept employment is any work, it is limited in setting the criterion time (the international standard for at least 1 hour, the methodology Committee of Ukraine for at least four hours during the surveyed week). For employees are working as well as temporarily absent from work employees, but those that retain a formal relationship with an enterprise facility.

With respect to the unemployed is usually should be performed three conditions: the absence of any work, actively seeking and willingness to start it soon. In some cases, search criterion works in relation to the unemployed not counted.

According to the concept of labor, individuals classified in relation to their activities during a short reference period. Under rule of priority preference is given of employment to unemployment, and unemployment - to economic inactivity. That is, an individual who is working and looking for work, is employed as a student who is trained and looking for a job related to unemployment [9].

The first two categories (employed and unemployed) create a group of economically active population or labor force. The last category is the economically inactive population.

Mentioned groups of people are unstable and change all the time: workers go to find themselves unemployed or outside the labor force generally, and move the unemployed into the category of employees, or after unsuccessful attempts to find work join the economically inactive population. Rate of change and duration of the persons in separate groups depending on the state of production and social demand.

By international standards, the law established only the lower limit of age, from which, the person is operational (15 years), the top is the same as it has developed in life - 70-72 years. According to national legislation during the performance of a closed finite range from 16 years to 55 years for women and 60 for men.

In practice, individuals can engage in the labor force 16 years and still maintain its performance and after reaching retirement age (one-sixth of workers are persons older). Therefore, the study of the labor market labor supply excluding persons of retirement age would be incomplete and the difference of working age compared to the accepted

international standard would be difficult to conduct international comparisons [10].

Therefore, statistical surveys and subsequent calculations of national statistics appropriate to operate the age range of labor that emerged in practice and accepted international standards, namely , from 15 to 70 years. But in order to analyze individuals can be grouped into different age groups - basic (able-bodied workers under national law), youth (15-28 years of age, determined based education in vocational, secondary and higher education institutions and training as young professionals, laborer for getting jobs), people approaching retirement and retirement age (men 55 years and older , women 50 years and older) and expect no general and group factors.

Unemployment is analyzed as visible (open) and invisible (hidden). Open unemployment is interpreted in two ways: in certain ILO and registered with the employment service. At the heart of unemployment by ILO, unlike unemployment, registered with the employment service, are just complete lack of criteria, active search and its readiness to start it soon without limitation workable age.

The registered unemployment rate is defined as the ratio (in percent) of unemployed registered with the state employment service (at period end) , the average number of working-age population. For the purpose of comparison with data sampling population (households) of economic activity calculates the average of the period (month, quarter , six months, nine months, a year) the number of registered unemployed. The corresponding rate of unemployment is defined in relation to the economically active working age population over the period [14].

Registered unemployment rate - the ratio of the number of officially registered unemployed to the full amount of the workforce.

The disadvantage of this index, on the one hand, is that part-time, and no inclusion of those who have lost hope of getting a job, reduces the actual level. This is particularly pertinent for modern Ukraine, where almost every other worker is not working full time, is forced to leave, but not officially registered with the Employment Service as unemployed. On the other hand, withholding information about employment in the informal economy overstates the rate of unemployment.

Measured unemployment rate by indicators of 5 levels, which together provide a comprehensive description of the labor market.

Comparing all levels of unemployment among themselves can come to conclusions

regarding shortages of labor demand, extended unemployment including those seeking work and those who did not find it, the standard unemployment rate - only for those who are actively seeking work, and the nature of unemployment - stable, unstable.

All factors calculated in the full age range (15 to 70) and can correlate labor supply with its demand on the labor market. However, depending on the purpose of analysis, individuals can be grouped into different age groups and did not expect general and group factors, for example, the main group of persons of working age for young people (school leavers, colleges, universities, young professionals) to people of retirement retirement age and so on [9].

In the study of phenomena and problems of unemployment great attention is paid on analysis of its type, the criteria distinguishing types of unemployment is its root causes and duration.

Economists distinguish mainly three types of unemployment: frictional, structural and cyclical (Table .1.4).

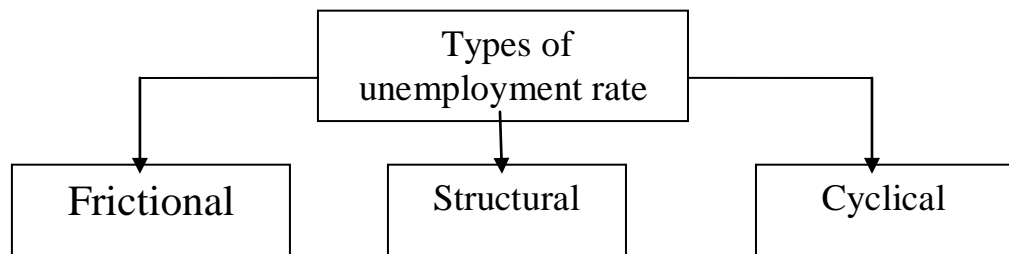


Figure 1.4-The main types of unemployment rate

Since one of the principles of the social market economy is the freedom to choose an occupation workers and jobs, in one particular moment of the employees are in a state of change: they change jobs or volunteer for one that best suits them , or the first time chosen work, weighing this important decision, or look for work in connection with the expiration of the previous contract work, etc. Some of them are employed at this time other temporary leave work, but in general, this type of unemployment remains. It's called friction, since it reflects "clumsiness" of the labor market in the construction job vacancies and job seekers work. Since the release of initiative in this case comes from employees, frictional unemployment is inevitable and to some extent desirable, since most employees seek and find higher -paying and more productive work, and improves their well-being,

and increases the benefit to society.

Friction (voluntary) unemployment generated by the constant movement of people from one region (city, town) in the second, the change of profession, stages of life (education, work, childbirth and caring for it, etc.). Unemployment that occurs in these motives, considered as voluntary, people will change their place of residence, work, profession, study, or decide to have a child. Frictional unemployment will always exist, it is inevitable. Its main feature – is low duration. The essential feature of this unemployment is the fact that people who are looking for work, have the necessary qualifications, training and skills. Their ability is demand from firms [12].

Voluntary renunciation of work is not limited to only frictional unemployment. Voluntary unemployment occurs when a person does not want to work for low wages. In addition, in any society, there is a certain percentage of people who do not want to work (in western countries their share reaches 15 %). In this category are enough rich people who can afford not to work because they do not require income from labor. Finally, in the category of voluntary unemployment often get people with low skills who can not rely on high wages and workers in countries where taxes are so high that labor income do not bring tangible net profit.

Frictional unemployment is divided into institutional and seasonal:

- a) institutional as part of frictional unemployment, due to the fact that sometimes the excessive benefits, the introduction of guaranteed minimum wages, inadequate tax system leads to the fact that some of the working population is employed hurry to, thereby increasing the total number of unemployed;
- b) seasonal unemployment as part of the friction, resulting from seasonal fluctuations in supply and demand in the labor market. Increased demand for labor is seasonal changes in the level of production and employment, and is often associated with climatic fluctuations, construction of tourist season. The level of labor supply can vary due to the "influx" graduate schools and universities during the summer months, which directly causes an increase in unemployment [9].

Because of the time structure of consumer demand is changing, changes accordingly and the demand for workers. Certain professions and even jobs become

outdated and do not find demand in the labor market. Members of these professions often swell ranks of the unemployed. This is because people tend to be slower than the jobs that respond to technological change (at least that update jobs is quick, and for specialist training takes several years). As a result, the structure of labor supply does not meet the demand.

Unemployment arising from such discrepancy, called structural. This type also includes unemployment, related to territorial isolation of the workplace and the employee could work on it. Structural unemployment is inevitable, as inevitable changes in the economy. Solutions to problems of structural unemployment lies in the development of training employees, orientation training for the future needs of the labor market, to promote professional and territorial mobility of labor.

It should be noted that the efficiency of solving these problems will depend on the length of stay of workers in a state of structural unemployment, but this type of unemployment is present in a dynamic economy always [8].

The level of structural and frictional unemployment together, according to most economists, is the natural rate of unemployment. Frictional unemployment is the result of a dynamic labor market, there is a structural reason territorial or occupational mismatch of supply and demand in the labor market.

Full or natural rate of unemployment occurs when the balance of labor markets, ie when the number of employees, job seekers equals the number of vacancies . The natural rate of unemployment in some ways is a good thing. After all, "frictional" unemployment benefits take time to find suitable vacancies. "Structural" unemployment also takes time to acquire skills or move to another location if necessary to obtain a job. If the number of workers looking for jobs than jobs available , it means that labor markets are not balanced (the observed cyclical unemployment and shortage of aggregate demand), on the other hand, when there is excess aggregate demand " shortage " of labor, ie the number of vacancies exceeds the number of workers looking for jobs . In this situation, the actual level of unemployment below the natural rate.

Thus, the natural rate of unemployment - is the one minimum level in society, which can not be reduced and is consistent with the notion of full employment, its level is growing in developed countries because the overall standard of living gives employees greater economic freedom, including the possibility of longer retrained or change job. At

present, this level varies in different countries from 3 to 7%.

In an economic downturn, especially in times of crisis, when the aggregate demand for goods and services decreases, producing rolls, aggregate demand for labor is dramatically reduced, and the supply of labor increases significantly as a result of falling living standards. In such a rapidly growing unemployment caused by a quantitative lack of jobs for everyone who wants to work. This type of unemployment is called opportune, or cyclic, since it is caused by changes in economic conditions, the crisis phase of the economic cycle.

An important issue of employment is hidden unemployment, which is particularly characteristic of the post-socialist countries (including Ukraine). The main reason for this phenomenon is the decline in production and inadequate reduction of his employment. Quantitatively hidden unemployment means the number of workers who became unnecessary due to the recession and structural changes in it, but continue to be formally employed, and are either at improving the economic situation will be (ready) to work effectively, or to be released . Economic opportunity expanded greatly hidden unemployment caused by uncontrolled falling real wages.

Hidden unemployment exists in the following forms:

- surplus number of employees who receive full salary. In fact, these people do not feel unemployed, but to release their work companies do not get worse, but keeping them is a heavy burden for the enterprise economy, leads to a rise in production, ultimately to the promotion inflationary spiral;

- keeping at the enterprise individuals serving part-time, part-time receive adequate salaries, wanting to work full time, but due to production cuts do not have this capability. Note that this form of hidden unemployment is called partial unemployment benefits if the employee wishes to work on a full time job. If an employee like this form of work, it is not unemployment, but voluntary underemployment, which is a form of equal employment meet the needs of citizens;

- registration certain part of the employees vacations without pay or with partial pay. This form of hidden unemployment often leads to secondary employment of workers as they remain indefinitely with minimal or without wages;

- Availability of variable delays on organizational and technical reasons (violation of contractual relations, lack of energy, etc.).

Since partial unemployment in Ukraine is not officially recognized, contain a large number of hidden unemployed businesses is easier than to formal staff reductions, which must pay all arrears of salary and great compensation. With the government committed either to create the conditions under which companies would be profitable to keep as many workers redundant, since the transformation of hidden unemployment in the open politicians worried more likely social upheaval. Therefore, hidden unemployment (including partial) in Ukraine, according to various estimates, up to 20-35 % of the employed population, and the consequence is the low standard of living and poor management.

It should be noted that with the development of market economy, increased rigidity financial and credit policy, competition deploying hidden unemployment will decline, and this process has already begun. The challenge is that it declined in favor of an effective employment, not only the transformation of hidden unemployment in the open.

Separation of unemployment by type is important for labor market policy. Cyclical unemployment can be reduced by increasing aggregate demand; the application of this policy to the structural and frictional unemployment can lead to significant inflation in the economy without increasing employment.

The first method of separation by type of unemployment is based on the curve of UV (Figure 1.5). Based on this approach full employment (no deficit or surplus in the demand for labor) would be, if $U = Y$, ie at the point where the curve intersects the line UV $U = U$, emanating from the origin at an angle of 45 (point T on fig. 1.4). This full-time corresponds to the natural rate of unemployment IUT. At this point full -time in the sense that unemployment (consisting of structural and frictional) can be regarded as characteristic of the labor market in equilibrium, and not as a result of excess of supply over demand.

At points to the left of T excess demand for labor $U > V$, wages tend to rise, at points to the right of T lack of demand for labor $U < V$, wage tends to decrease.

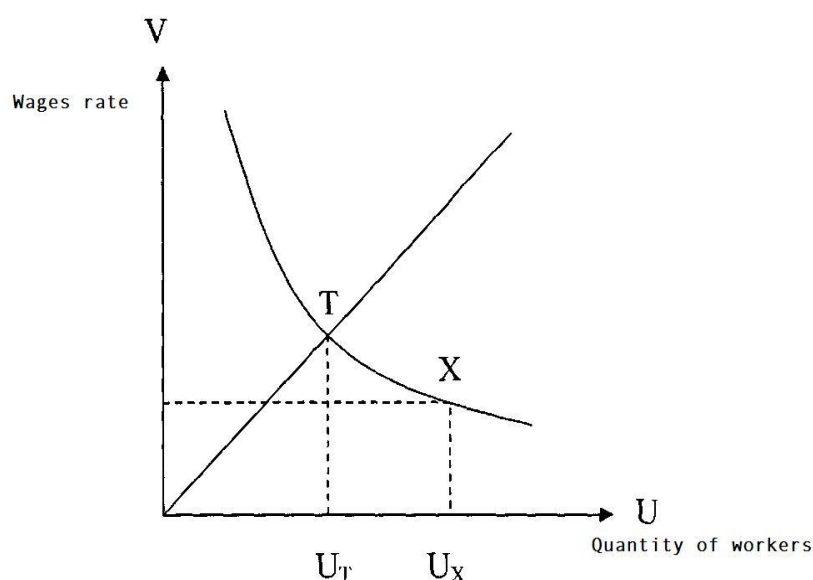


Figure 1.5 - Distribution of unemployment on the types with the help of UV curve

At point X the unemployment U_x , its excess over unemployment U_T , which corresponds to full employment, which is $(U_x - U_T)$ can be defined as a deficit in unemployment. To the level of unemployment U_T excess.

Analysis by UV curve reveals not one but many points of full employment, corresponding to every possible structure of the labor market and its curve UV.

This method allows you to share unemployment only on the deficit and excessive - term, but not to divide the excess rate on structural and frictional. If it is a market analysis of homogeneous type of labor, all excess unemployment - frictional, if an analysis of the labor market, including the types of work that excessive unemployment will consist of structural and frictional.

Experience in many countries shows that "lack of mobility reduces incentives work and its effectiveness." Therefore, the findings of the ILO (International Labour Organisation), now an increasing number of countries seeking to encourage mobility within the civil service, as well as between the public and private sectors.

Unemployment has become a reality and transition economies. Despite the fact that its level has not reached the level in developed countries, it has already become a serious social and economic problem. Was irregularity of the procedure of unemployment: structural, not all groups are equally sensitive to it. In addition, each segment of the labor

market unemployment becomes specific nature and form of expression.

In this regard, there is a problem allocation of new issues in the study of the problem of unemployment. First, it should be considered as a natural phenomenon of a market economy. Secondly, it should disclose the functions performed by unemployment in the mechanism of self-regulation of the labor market. Thirdly, it is important to identify the interplay of unemployment and labor market segmentation, showing the varying vulnerability of different segments to different types of unemployment and unemployment among them. Fourth, it should be noted that the unemployed are specific elements in the structure of the labor market.

For a long time in our society in relation to unemployment dominated two approaches : it is treated as evil for the individual and society as a whole , which led to huge moral and material losses, it was believed that it can be avoided by building the economy with full employment.

However, many years of experience of other countries and our own in the pre-reform period argue that unemployment - an integral part of the modern economy. Moreover, it is not just forced or unwanted companion paid for other goods market and an indispensable tool market mechanism that performs a specific function.

3.1.3 Method of employment regulation in Ukraine

Addressing social and economic problems that are facing today's Ukraine, largely depends on whether provided every able-bodied man work, mobilized its ability to increase the activity of both employee and owner. In order to facilitate citizens to find work, and businesses to provide workforce was established civil service employment, its creation was due to the fact that employment and efficient allocation of labor resources are not only socio-economic but also profound political and legal significance.

Employment is an economic concept, because it is one of the key elements contributing to the economy of each country. At the same time employment is also the concept of humanitarian because it is provided with workers gaining a livelihood. Employment is also a prerequisite for the development of abilities and personality.

In a market economy employment is governed mainly by the state in accordance with the adopted policy (concept) employment. The main directions of current policy in

most developed countries is to promote the employment of the unemployed and providing aid to professional training and retraining , and stimulate the creation of a flexible labor market. [1]

According to the recommendations of the International Labour Organisation and regulations on employment in the course of state employment policy should be guided by the following principles:

- ensure equal opportunities for all citizens, regardless of origin, social and property status, race and ethnicity, gender, age, political beliefs, religion, in the right to work and free choice of occupation;

- promote effective employment, which prevents unemployment, job creation and the conditions for entrepreneurship;

- voluntary work, whereby time is based on the freely expressed wish of citizens. The basis of this principle, except the right to work, is to put among other civil rights that extend freedom to dispose of its employee workforce.

- facilitate labor mobility. Adherence to this principle is concerned with the development of the existing secondary and vocational training based on the general laws of dynamics occupational structure in the era of scientific and technological revolution, new requirements for employee traits in a market economy, as well as the formation of the psychology of people focus on continuous improvement of professional skills, finding the most suitable areas for the application of their skills , willingness to re as required;

- unity of responsibility. Indicates the presence of four conditions: coordination of activities in the field of employment in other areas of economic and social policy , including social security, growth and income distribution , prevent inflation , the combination of autonomy of local authorities in securing employment with centralized activities , participation of trade unions and employers' associations development and implementation of measures to ensure employment , including professional activities nationals abroad and foreign citizens in the country.

Activities of employment services is determined by the Law of Ukraine on March 1, 1991 "On Employment" with the following amendments.

According to Art. 1 of the Law employment - is an activity of citizens associated with the satisfaction of personal and social needs, and so that brings them income in cash or in another form. Employment citizens residing in the territory of Ukraine is provided by

the state through active social and economic policies to meet their needs in the voluntary selection the type of activity to stimulate job creation and enterprise development [1].

According to the Law of Ukraine "On Employment" in order to create the conditions for full implementation of their right to work government provides:

- measures of investment and tax policies aimed at rational distribution of productive forces, increasing mobility of workers, new technologies, promotion of entrepreneurship, creation of small enterprises and the use of flexible modes of work and work at home, and other activities that contribute to the preservation and development of jobs;
- ensuring the rights and interests of workers, creating favorable conditions for the production, improvement of legislation on employment and labor;
- analytical and scientific research structure of the economy and forecasting these changes the quality and distribution of the workforce;
- regulation of foreign economic activity in terms of attracting and using foreign labor force in Ukraine on the basis of quotas and licensing;
- promoting in case of need the creation of additional jobs by enterprises, institutions and organizations of all ownership forms and improve working conditions in social production;
- organization of vocational guidance.

It is known, the methods and measures for regulation of employment are divided into active and passive, the idea that the usual practice of using methods of state regulation of the labor market. The latter can be differentiated as follows:

- Under the influence of objects. The objects may be population and its separate groups, employees and individual groups, and businesses and their separate groups. The objects of labor market regulation may also be employment, including wages, working time, working conditions, etc.;
- in areas of influence. These include measures to increase (decrease) in labor supply in the labor market , measures the increase (decrease) in demand on the labor market interventions on the structure of demand and supply of labor , increase compliance measures supply and demand ;
- the impact of form methods are divided into direct and indirect , for the nature of the impact of regulation methods can be divided into rewards , restrictive , protective and

prohibitive ;

- the content of differentiated methods for economic , administrative and administrative- economic. The economic methods include , for example , support for economically viable jobs, community service organization , specialized investments to create new jobs, support small businesses and others. The administrative methods include reducing the retirement age and duration of the working period , limiting the number of jobs and opportunities for combining one person , etc.;

- the level of impact methods of regulating the labor market is divided into national, regional, sectoral, intracompany;

- the sources of funding - the state budget, extra-budgetary funds, the Foundation for Employment, means commercial organizations.

The basis of the choice of certain methods of labor market regulation on the analysis and forecast of the labor market, determine the extent of the benefits of each method, evaluating the consequences of the use of certain methods and degree of consistency of methods, different types of effects.

Active labor market policies - is a set of methods and measures aimed at facilitating the the fastest return of the unemployed in active labor.

The development and implementation of active labor market policies affect three groups of factors:

- International Labour Standards;
- type of industrial relations in the labor market that has developed in a particular country;

- a variety of conditions specific to the labor markets of different countries and some regions in the country.

It should be noted that the regulation of employment is the highest effect in countries where, firstly, employment policies have built in general economic mechanism of functioning of the social economy: second, measures of employment policy focused not only on the territorial level of implementation, and consider sectoral level, ie not only made the public employment service, but also provide active line ministries, enterprises and organizations of different ownership and thirdly, the overall economic mechanism laid the main lever employment policy - stimulating demand, including demand for labor, and fourthly, the scope of employment policy includes the most essential aspects of the

regulation of wages, increasing of motivation and so on. In other words, the state of active employment policy should not be limited to the activities to promote employment [13].

The most significant leverage of employment policy is to regulate the demand for labor, which is known to be an individual and aggregate. Individual demand (demand separate employer) depends on the following factors:

- Demand for products of the company because the employer need workforce primarily as a production resource to create new products and services. The demand for labor, in other words, is derived from the demand for the product of the company;
- Status of production (size and efficiency of capital, technology features, perfected methods of production and labor);
- Quality of individual labor (education, professionalism, productivity, efficiency, ingenuity, versatility, universal qualities: diligence, discipline, attentiveness, diligence, etc.).

Since, as noted, the demand for labor is derived from the demand for the product of the firm (which in a competitive market depends on the price), we can conclude that it is also a derivative of the output and the total the wage fund, which is available to the employer. The higher the overall size of the payroll, the more employees an employer may hire. Conversely, the higher the average wage per employee, the smaller number is employed.

On the one hand, Ukraine in the emergence of a large number of temporarily unemployed workers who are released mainly from the manufacturing sector due to economic restructuring and liquidation of loss-making enterprises , expansion of private ownership, there is a need to stimulate demand for labor. The latter implies promote job creation and the development of productive forces, direct investment in the creation and renovation jobs, the creation of temporary jobs, the establishment of tax incentives and credits for industries and regions where it is desirable to increase the demand for labor , etc. In order to stimulate demand for labor can contribute to the following activities:

- liquidation legal restrictions on employment growth (the right participants employment contract specify the schedule of working hours, enabling individual adjustment of working hours, the elimination of restrictions on the number of employees);
- compensation for expenses enterprise-related search, training and employment of workers;

- promotion in providing material resources of the enterprise, ensuring sales, etc. to raise of jobs now;

- direct payments to businesses for each employee hired, creating conditions of economic interest of companies to provide employment persons with disabilities, youth and other groups are less competitive in the labor market (set of benefits for payments to the budget for the workforce of these groups, grants to create specialized jobs and vocational training organizations, etc.);

- improved access elements using a flexible labor market, including increased flexibility in labor costs, labor mobility in the professional and geographical structure and the use of flexible forms of employment.

The main direction of increase in demand for labor was and remains the improvement social and economic structure of the economy (establishment of various forms of ownership), which is based on privatization, the purpose of which is to create a potential investor. Along with the improvement of organizational and economic structure of the economy, ie its monopolization, improving socio-economic structure will create a market-competitive environment in Ukraine.

With passive policy in the country is formed the "market" state paternalism, in the conditions of which the state assumes responsibility for employees and employers in the labor market.

In passive methods and control measures of employment include appropriations for partial unemployment compensation for their losses in income, namely the registration of job seekers, the definition of unemployment benefit, the organization of filing for unemployment benefits, the introduction of non-monetary forms of support for the unemployed and their families and others.

Passive policy provides guarantees to employees in job retention, payroll and assistance, social insurance, etc., and employers ensure demand for the planned volume of production of raw materials, stable prices and targeted funding. The disadvantages of such a policy is that these guarantees, allowing workers and employers to feel secure in any market fluctuations, limiting incentives for individual activity, to finding the most effective applications of labor productivity , identify internal reserves of self-sufficiency, ie develop passivity in social and labor relations. However, on the other hand, the state can help facilitate redistribution and increased purchasing power, income equality and so on.

The state policy of Ukraine in the field of employment based on the following principles:

- ensuring equal opportunities for all citizens, regardless of origin, social and property status, race and ethnicity, gender, age, political beliefs, religion, in exercising the right to free choice of work according to skills and training based on personal interests and social needs;
- promotion of effective employment, preventing unemployment, job creation and the conditions for entrepreneurship;
- coordination of activities to employment in other areas of economic and social policy based on state and regional employment programs;
- cooperation professional associations (unions) entrepreneurs, business owners, institutions, organizations, or their authorized agencies in cooperation with the government in the development, implementation and enforcement of measures to support employment;
- international cooperation in solving the problems of employment, including employment the citizens of Ukraine abroad and foreign citizens in Ukraine.

In order to implement the state policy of employment, vocational guidance, training and retraining, employment and social support for people who temporarily work in the manner established by the Cabinet of Ministers Ukraine, created public service employment activity is carried out by the Ministry of Labour and Social Policy Ukraine, local state administrations and local self-government.

State Employment Fund created to fund programs provided employment measures. State Employment Fund is a national extra-budgetary trust fund, independent financial system and formed at the state and local levels. Administrator of the State Employment Fund is a public service employment. Distribution of State Employment Fund for the current year report on their use in the past year by the Cabinet of Ministers of Ukraine with the state program of employment. Regulations of the State Employment Fund approved by the Cabinet of Ministers of Ukraine [1].

Ministry of Labour and Social Policy is a central executive body that ensures the implementation of the state policy in the field of employment, social security, social security payments, regulation and incentives, health and safety, working conditions, pensions, social services, social labor relations, coordinate activities for the implementation of national and regional social programs, establishing social partnership.

Ministry of Labour Ukraine subordinate to the Committee on Labor Protection, and is guided by the Constitution of Ukraine and laws of Ukraine, acts of the President of Ukraine, the Cabinet of Ministers of Ukraine and the provisions of it.

Ministry of Labour Ukraine summarizes the practice of law in matters within its competence, develops proposals to improve legislation and in due course introduces them to the President of Ukraine and the Cabinet of Ministers of Ukraine. Within their office, they organize the implementation of legislation; make systematic monitoring of their implementation.

State Labour Inspection Ministry of Labour exercise state control over observance of labor legislation in enterprises, institutions and organizations regardless of ownership. The activity state inspection is carried out in cooperation with state health and safety management, tax administration, law enforcement, local public authorities and local governments, associations, trade unions, representatives of the parties who signed the sectoral, regional agreements and collective agreement [1].

Considered authorities are institutes infrastructure in the labor market. Besides the institutions infrastructure include: pension fund; departments (Department) of Labour and Social Policy in regions and cities; Committee on Labour Inspection, the Prosecutor General and subordinate prosecutors, social insurance, immigration services, commercial recruitment agencies - a new phenomenon in the service personnel work in Ukraine - caused by separation of the functions of selection leading personnel (managers and professionals) in a special series of infrastructure organizations: national fund for entrepreneurship, charity, centers for training, retraining and advanced training.

3.2 THEORETICAL PROBLEMS OF METHODS USED TO REGULATE YOUTH UNEMPLOYMENT IN UKRAINE

3.2.1 The current situation

Young people in Ukraine are considered to be citizens of Ukraine aged between 14-35 years. They make up 31.0% of all population, 30.0% of them are living in rural areas. Ukraine has negative birth rate since 2002. 78.0% of young people define themselves as Ukrainians, 19.0% - Russians. There are about 2 700 thousands students in Ukraine. Youth unemployment is rated as about 30-40% from 6-8% of general rate. Main legislative basis for youth policy are Constitution of Ukraine, Declaration on Main Principles of Youth Policy and Law on Support for Social Formation and Development of Youth. The Declaration defines youth policy as system of relations between the state and individual, young person, youth movement being implemented in legislative, executive spheres and in sphere of justice with the aim to create social-economic, political, legal conditions and guaranties for self-identification, intellectual, moral, physical development of youth, fulfilment of creative potential in their own interests and interests of Ukraine.

The Law on Support for Social Formation and Development of Youth sets main priorities for youth policy as housing, youth employment, social care, youth entrepreneurship, education and cultural development, health and physical development, law protection, support for youth and children organisations. The Law also refers to the main definitions as youth/young citizens, minors, social development of youth, first working place, and youth employment centres, young families, youth social services, youth organisations and youth working brigade.

Issues relating to youth policy and young people are under the jurisdiction of the Ministry of Family, Youth and Sports. The Ministry is divided in 6 departments, one of them is responsible for youth policy and covered topics of youth employment and entrepreneurship; work with children and youth organisations; patriotic education and creative initiatives; healthy style of life. Two governmental institutions outside the ministerial departments, sub-coordinated by Ministry and Government and financing directly from state budget are working in sphere of social protection of family, children and youth and adoption and protection of right of child. The ministerial and governmental

structure has their institutional units in 24 regions and Crimean Autonomic Republic as well as on local/selfgovernmental level.

Youth and children organisations, as non-governmental organisations in general, should define their geographical scope of activity (international, national, regional, local). Only international and national organisations can participate in policy development on national level. There are 202 international (17) and national (185) youth organisations in Ukraine and 16 are umbrella organisations of youth NGOs. 6 747 youth organisations are registered on regional and local levels, 63% of them are independent regional and local organisations.

The main youth organisation recognized by state as youth policy actor and involved in youth policy development is Ukrainian Youth Forum, founded 2006 by 4 youth umbrella organisations. In fact Ukrainian Youth Forum is umbrella organisation of 15 other umbrella organisations covering about 100 national youth organisations. Indeed none of these umbrella organisations has developed regional and local structures, so the outstanding local and several national organisations are not involved in youth policy development. Ukrainian Youth Forum still does not have any transparency in decision making; there is a big influence of political parties, civil servants and lack of visibility in society. That's why active youth organisations prefer direct actions for defending their rights and advocacy and don't see possibility for public dialogue and cross-sectorial cooperation.

Youth and children organisations have special status defined by the Law on Children and Youth Organisations. Youth and children organisations have special relations with state government and public authorities. The right to participate in youth policy development and decision making process as well as right to have financial support from state budget is provided by the Law. Financial support for children and youth organisations is provided by annual open calls on ministerial level (only national and international organisations are eligible to participate) or direct support from the budget. Because of formal restrictions and non-transparent decision making only small scope of organisations can get support from government.

Therefore lot of youth NGOs try to work using other recourses and are looking for support from international and private donors. Some of them are very active and

recognized by society. Indeed any active international donors working in Ukraine have set youth issues as a long-term priority.

Youth is rather considered as a tool to support social changes and reforms in Ukraine. In this situation a lot of youth NGO are easy “jumping” into “adult” politics, focusing their activities on elections, monitoring, human rights, education, combating corruption and community development.

The most active youth NGOs are Foundation of Regional Initiatives and Democratic Alliance, known by initiating several public campaigns, participating in cooperation with students’ organisations in advocacy campaigns on students’ rights and violence against youth from the sites of militia (police). The biggest youth organisation Pora has developed strong regional and local structures before Orange revolution. Having split into Pora party and Civil network OPORA the both organisations remained youth oriented. The biggest youth and children organisation is scouting organisation “Plast” working by own system of education. There are several active students and youth organisations on national and local levels, most of them are not members of National Youth Forum and only several have support from the state.

Housing is one of the main challenging issues for Ukrainian youth, but existing programmes haven’t improved the situation. During the last 5 years there were some positive trends in social care as combating children and youth homelessness and drop outs, promoting adoptions/foster families, decreasing epidemics of HIV/AIDS and tuberculosis, creating transparency in higher education and implementing UN Convention on the Right of Child. Indeed there is lack of systematic approach to youth policy and no progress in the sphere of youth employment, participation, cultural development, human rights and rights of disabled youth.

Ukraine has neither experience in comprehensive youth research nor definition of youth work. In fact youth work is replaced by social work focused on client/paternalistic approach. According to the national survey on situation of student youth in Ukraine in 2012 only 6.7% of students are aware, how the youth policy in the country is implemented. Volunteering has been also set in connection to social work. The discussion on new Law on Volunteering is in progress.

Ukrainian youth policy has strong ideological accent. The topic of patriotism and collective actions has been on everyday agenda. There are some mixtures of military

education, patriotic and tolerance issues illustrated the attempts to combine paternalistic, post-soviet and European approaches to youth policy development. There are not enough transparent financial tools for youth organizations, especially for active youth on local level.

3.2.2 Key figures on young people

According to Law on Support for Social Formation and Development of Youth¹ adopted in 1993 (renewed 2006), youth in Ukraine are “young citizens of Ukraine aged 14 to 35.” The first document on youth published in Ukraine after independence 1991 is the Declaration on General Principles of State Youth Policy in Ukraine.[2] This document created the basis for youth related legislation and defined youth as Ukrainian citizens in the age of 14 to 28 years. Further legislation and recognition of the actual situation increased the age range up to 35. Youth policy legislation also provides the definition for young families as a married couple when both wife and husband are less than 35 years old. Children are citizens up to 18 years old. The Law on Youth and Children Organisations defines youth organisations as for those from 14 to 35 years old and children organisations for those from 6 to 18 years old. Youth policy instruments target special groups of young people such as young scientists, gifted youth and children, orphans, children without family care, social orphans, students (higher education level) and pupils (primary and secondary school level), rural youth.

According to 2012 statistics the general population of Ukraine is 45 850,900 people, 14 304,300 of them are young people in the age of 14 to 35 years (31% of population), 10 275, 890 of them are at age of 14 to 28 (21.0%). Young people from 15 to 19 years old create 6.6% of population, from 20 to 24 – 8.2%, from 25 to 29 – 7.9%, from 30 to 34 – 7.2%. 2 278, 48 thousands of young Ukrainians are children from 10 to 14 years old (5.0%), 1 925, 290 (4.2%) – from 5 to 9. 53.0% of young people are men, 47.0% - women. 30% of youth are living in rural areas, which is more or less proportional to overall population. There are about 2 Mio young families, one third lives in rural areas.[3]

Ukraine has a negative birth rate (9.6% birth rate and 15.4% death rate), number of population is going down since 2002. The significant factor is increased death rate among

young people. In year 2012 14 271 people in age of 30-34 died. Ten years before death rate by similar numbers of overall population rate among this age group it was 9 754. The expected duration of life is 74 years for women and 62,3 for men.

The number of orphanages is increasing due to rising criminality, the number of families at risk and death rate among parents. In 2012 there were 103,500 orphaned children and children without parents care. 130,000 were at risk to lose their families. National identification of youth is similar as overall of population. 78.0% of young people identify themselves as Ukrainians, 19.2% – Russians, 0.6% – Byelorussians, 0.6% – Jewish. 60.0% recognize Ukrainian and 38.8% Russian language as mother tongue,. About 35.0% of young people are bilingual (Russian-Ukrainian), using both languages at home, in communication with friends or at work.[4]

LGBT communities are not accessible in Ukraine, however, the last non-representative survey shows that the young people from 15 to 35 are easy to show up and the people in age 20-30 represent the biggest part of LGBT community of 1,2 Million people. Up to a half young people identifying themselves as LGBT live in big cities (over 1 Million inhabitants), 11.00% - in rural and small urban areas.⁵

About 1.5 thousand minors (101 women) from 14 till 18 and older are condemned and prisoners, 28.0% of them for more as 5 years. 12.0% from 360 thousands HIV/AIDS infected people in age older than 15 years are young people between 15 and 24.6 About 1.2 -1.4 thousand people apply yearly for refugee status in Ukraine, more than 30% are children up to 17 years old. The number of people applying for asylum in Ukraine has been increasing over 2008-2012: 1,765 in 2008, 2,075 in 2011, and 2,272 in 2012. [7]

3.2.3. Living conditions and situation of young people

The statement that young Ukrainians can be considered as a lost generation is a popular discussion in Ukrainian society. There are several perspectives of this thesis. First one is the conclusion by International Labour Organisation, which consider the generations of young professionals as lost because of the low chances to find job on labour market. Second perspective is as result of youth literature and cultural trends, which makes parallels to the “lost generation” in European and American young culture in period between World Wars. Ukraine has no social stability since beginning of the 1980s and is

still in a process of transformation, which causes rapid changes of value systems and priorities of social development. To earn money has been the main issue for young people, as financial stability can resolve many other problems and can make individuals independent from public services. Professional priorities and economic values has been developed in order to gain social position in businesses, so – one more reflection to lost generation – young people often do not do what they want but what is necessary to do in order to survive.

The educational system replied to this request very quickly by establishing a lot of institutions of law, management, banking, linguistic, pop-culture and other popular profiles. Nowadays, beside the influence of World economic crisis, Ukraine is found in the situation, that the structure and level of education isn't relevant to needs of labour market (only about 20.0% of alumni are working in the profession they were trained for).

In 2012 the unemployment rate among young people was over 13.0%, twice the rate of general unemployment in Ukraine. In 2013 the rate increased to 18.0% (30.0-40.0% of registered unemployed people are people up to 35). Young people are active in developing their own businesses and initiatives, with support from youth employment centres. 21.0% of young Ukrainians don't have any income of their own. 44.0% are afraid of becoming unemployed within next 2 years.[8]

The unemployment is much higher for young people in rural areas, which causes migration to big urban centres and abroad. 8.0% rural population and 4% urban population are involved in labour immigration processes. Up to 1 500,00 Ukrainians left the country in order to find employment abroad in 2010-2013, 45.2% of the, are young people 15-35 years old. About the third of labour migrants from Ukraine in Russian Federation and Czech Republic are young people. The most popular countries, where the number of Ukrainian labour migrants is more than 40 000,00 persons are Russian Federation, Italy, Czech Republic, Poland, Hungary, Spain and Portugal[23].

4. Case study

Theory and practice of social pedagogy with unemployed youth

The task of social - educational work in solving the problem unemployment among youth

Today experts decide the question: how social and educational system can help young people to solve social problems, including problems such as unemployment. In my opinion, the important task of social services and different social and educational institutions in solving the problem of youth unemployment consists in solving the problems of socialization young people.

Considering that socialization needs certain pedagogical conditions, experts called the most important ones: the humanization process of social identity formation, matching the content, scope and nature of social and educational opportunities, conditions of the society, a reasonable allocation of time and space all targeted interactions. At the same time the main task of social and educational institutions are: socialization of the individual, given the characteristics of her or his life in the environment, in activities, in a situation where the knowledge and mastery of this person social norms and values [17,p.48].

In choice situation of content and form of every young person wants to lead their own development as a process. It is therefore proposed to consider the process as a complex structure that includes the following activities: self education, (work on nature, emotional and moral development, philosophy of life, etc.), the choice of direction (sector) education and profession, the choice of a particular job, the choice of friends, colleagues, participation in certain social and political organizations, finding ways to achieve this goal.

It is advisable that a young person has formed in his ability to make the appropriate selection from various alternatives. And the institutions work hard for ensure that in future they cease to be necessary, their main task - to "start the mechanism of self-organization and self-development."

The most valuably, this mechanism can work in a variety of activities. It is hard to talk about what society can and should help to the younger generation, included in the active, creating for this condition for the emergence and integration into society. However, is not enough to create the conditions for positive-motivational activities, it is advisable to

spend a lot of energy to equip youth skills analysis of their situation, the ability to take responsibility for their actions, work together to make joint decisions in a group, make real social activities and develop necessary to such activity skills and abilities.

Of course, it is clear that the basis of the stability such conditions and such activity are systematic helping to all the infrastructure of socialization, a mechanism of interaction of public and private social institutions, the essence of which should be aimed at optimizing socialization process.

Activities of social and educational institutions to socialization is most effective when it focuses on the experience of the individual adjustment of "positive " social life and interpersonal communication . We can say that the work of social and pedagogical infrastructure is important not only the action itself of children and young people, but their external results (that is unfolded and carried beautiful, bright, smooth), and acquired in joint activities together discussed and conscious experience that assimilates young generation can be guided them in their later life. [16,p.34]

Nevertheless, it is impossible not to draw attention to a particular feature of the influence of society on the child or young person, which may show both positive and negative trends. On the one hand, society can be observed activation of self-reliance, initiative, creative collaboration, self-regulation and self-control, on the other - a manifestation of high self-esteem, aggressive independence, establishing his or her own "I" on the other, so immense ambition. All these features appear, of course, in the activity. The purpose of socio-pedagogical impact dictates mandatory creation of conditions for deployment as objectively and sociological activities and socio-psychological, where the youth gets to the real situation, which is actively manifested subjective position of the individual. This allows it approved by involved in certain activities, and, therefore, in society in general.

Implementation to the action of various objectives, content and programs for socialization needs of the respective roles social and educational system. Defined functions can be refined, extended, depending on the subjects , region, and social conditions of life of the individual. In general function definition can be based on the provisions of the Belarusian scientist V. Lytvynovich [13,p.37]:

- I. Diagnostics, predictive function is a kind of foundation that allows to study the the problems and needs of children and young people and determine the

methods of social and educational activities in society.

The implementation of this function involves determining the actual operating conditions with different groups of children, adolescents and young people, providing a scientific approach to the organization sociology process. In addition, the diagnostic-prognostic feature can be classified as information, estimates, creating.

II. The function of social guarantees development of young person as an individual, her aptitudes, abilities and opportunities.

The implementation of these functions provides for opportunities for social and educational institutions to create optimal conditions for the use of rights: study, work, relax and have fun, enjoy the achievements of Education, Culture, have life assurance and security (including healthcare, social security, employment, protect the rights and dignity, etc.).

III. The function of social protection of the child, adolescent, young person and assist it in crisis and conflict situations.

The implementation of this function involves social services assistance and protection of the subject in life and psychological troubles in conflict situations of loneliness, homelessness, hunger, the recovery of social and economic justice and social rights of children and adolescents. And this protection - especially manifestation process taking into account individual as opposed to the educational process at school.

IV. The function of social adaptation subject in society in a situation of sudden changes in social conditions and social environment.

The implementation of this function provides assistance to entrepreneurs for costless joining into the system of interpersonal, group, family, social relations, helping to overcome the difficulties encountered in the subject of social development, to implement life plans.

This function is quite voluminous in its purpose because it involves: forming capacity for self-realization through entity the right to self-assertion of the individual, respect for dignity, through an entity such means of self that would not bring any harm or restrict interests of others, that is, to act, but within the limits moral standards specific to this society.

V. Function of social relations in society subject with different social and educational institutions to include a specific subject in the social process in society.

The implementation of this function involves coordination, cooperation and collaboration of social institutions, which are aimed at social development of the subject as an individual, rational and effective use of their capabilities, looking for new forms of social relations of the individual and society. [15, p.32]

Defining features of social and educational systems in the structure of socialization process helps to predict qualitative and quantitative changes in the life of children and young people identify stocks improve socialization process, solutions to social and educational problems, including social institutions active in the work to improve the social and educational conditions of society .

It requires research and testing certain areas, forms and methods that contribute to the social formation of personality, and detecting changes in attitudes of children and young people to basic social values.

Based on the general purpose of creating social - educational institutions and the tasks they have to perform, we can predict the development, refinement, extension of of annual main directions and maintenance of social - educational institutions:

- 1 - "Instructional and human resources implementation the national youth policy."
- 2 - "Infotainment, legal, psychological and educational assistance to children and youth."
- 3 - "Social establishment and development adolescents and young adults";
- 4 - "prevention and overcoming negative effects in the youth environment."
- 5 - "Social support to specific categories of young people."
- 6 - "The socialpsychological and educational research."

Viewing content of each mentioned six programs allows to determine the highest priority among them and to activate them to to involve and implement all possible socio-educational state and public structures.

For example, for its implementation advisable to hold seminars, roundtables and conferences, to develop methods for individual programs, organize television and radio programs, conduct interviews, meetings, lectures, publish scientific and methodological articles, to distribute training materials, publications, leaflets, newspapers, etc..

Analysis of influence of methods of social identity formation allows in particular, at this stage the following objectives: to characteristic ways of organizing social and educational activities that influence on social position of the subject; make general

characteristics of subjects that need social and educational assistance, to identify relationships between the positions of subjects and ways of organizing social activities, based on the choice of the subject of social behavior.

Organization of activity on the principle of right of choice the subject of business interests, and preferences for partner allows you prevent the appearance of conflicts during the organization of various activities.

From the combination of manifestation the behavior of all participants can be divided into three groups: the first group - subjects that tend to work "for yourself." The subjects of the second group are characterized by a specific expression, although not pronounced, "do to others." This is especially noticeable in the group of older teens, youth 18-20 years old. [17,p.98]

The third group is characterized by the manifestation of a desire to be included in the activity "for yourself" and "others".

Thus we may claim that creating social services for youth as a social and educational systems can not only identify the main areas of activity, but also to lay them appropriate directions objectives, specific programs and specific mechanisms for their implementation.

For creation conditions concerning of personality socialization is necessary purposeful organized activities, which should include the subjects of education in social interaction with the outside world and which provides them with a system of values attitude to this world.

The first condition of socialization is to create a system of cooperation between all social and educational infrastructure, government, civil society, individuals, volunteer groups, ministries and departments, including: schools, after-school organizations, clubs and associations in the community, and labor camps, camping towns, clubs, children's and youth organizations, cultural institutions and sports, different types of funds.

The second condition of personality socialization is to create a kind of social and educational open type system. This form of integration effects can be used to change the values of entities microgroups status and individual, to correct the entry process into the society, the reorientation behavior of teenagers and others.

The third condition is the development of socialization patterns of social and educational activities of social service, determining its main lines (6 lines), creating a real

life application of those actors who need help, support, protection, development of new programs and filling them with content appropriate set goals with regard to a specific person, microgroups, microenvironment. Generalized criterion for the evaluation of social services for young people is the fact that development and their use of social technologies, which are first of all caused by the need to understand way of using personal activities in order to achieve socially important goals.

This social technology is manifested in two ways: as the design of procedural forms, methods, ideas and ways of expression as a project activity. These two stages of the process of socialization, no doubt, always interact and mutually to each other. In addition, the effectiveness of certain social and educational institutions is measured not only by optimality technologies, it is a manifestation of generalizing and several other characteristics, including such as: flexibility (the ability of the technology effectively in different social groups), efficiency (the optimal time required application technologies), accessibility (relatively susceptible and possible in the different categories of professionals), reliability (the manifestation binding effect to a greater or lesser degree), flexibility (the ability to offset the impact of variability on the subject and adaptability to changing circumstances), professional staffing able to implement projects designed to influence the socialization.

4.2. Program "Help with the employability of technical college graduates № 1 (Lubny, Poltava region, Ukraine)"

With the increasing challenges youth employment, the importance of providing social assistance, including - informational, psychological and legal. Therefore, the program "Help with the employability of technical college graduates № 1 (Lubny, Poltava region, Ukraine)" will be a useful guide in an independent life graduates will open new horizons. Work on the program "Help with the employability of technical college graduates № 1 (Lubny, Poltava region, Ukraine)" conducted on the basis technical college number 1 where was formed 2 groups (50 students) - an experimental and working.

I. The main purpose, object and task of the program

Purpose - proceedings in Lubny`s vocational education of social services system aimed at developing an economic awareness social support teenagers and youth.

SUBJECT OF PROGRAM – is a process promoting employment and secondary employment of graduates of vocational school, spreading the combined effect on socialization.

Program Objectives:

1. The study of employment for graduates of vocational school № 1.
2. Provision of social services to address the problems of employment and secondary employment of graduates.
3. Attracting graduates for paid public works.
4. Raising awareness among graduates for employment career counseling legal knowledge in the area of labor relations in order to deliberate selection of professional fields of activity.
5. Providing opportunities to graduates of self through them training, tests, special classes to implement their own business, employment entrepreneurial activity.
6. Spread among graduates teaching materials, brochures and advertising messages on youth employment in town Lubny, Lubny district.

II. Objects of social - of pedagogical influence

1. Graduates of vocational schools.
2. Teachers, masters.
3. Heads of institutions and businesses that operate in the area of employment.
4. NGOs.
5. The parents

III. Types and meaning of social services for application objects

1. *Social prevention.*

- providing young person information about the job opportunities, improve their skills, get information about employment center.
 - Providing knowledge about the profession and the possibility of receiving them
 - facilitate the improvement competitiveness worker in the labor market.
 - Providing information on Employment Centre and the availability of jobs.

2. *Social Services*

- Implementation system of measures concerning the accumulation and distribution information about the content and perspectives of modern professions and requirements imposed on a person who wishes to acquire a profession.

Services: professional information, professional advice, professional recruitment, staff recruitment, professional adaptation.

- Providing students consultations legal professionals about their rights and obligations during employment

- Representation of interests young person in his or her relations with the public and state organizations and agencies.

- Organize public popular works that do not require special training.

3. *Social rehabilitation.*

- conduct trainings for graduates of "personal growth" aimed at building self-esteem and level of extortion positive life orientation, self-mobilization and self-presentation skills of communication, removal of negative emotional states communicate.

IV. Expected results

- increased knowledge of employment and secondary employment of young people;

- Increasing the number of young people who will be helped and reducing youth unemployment;

- Reducing psychological breakdowns, suicides, stabilization young family due to the emergence time is not excluded permanent job.

- Improvement of criminogenic conditions in young people, especially during the summer holidays.

Program implementation period 01.03.2013 – 01.05.2013

In order to examine the state of employment for graduates vocational school № 1 within the program "Help with the employability of technical college graduates № 1" a survey was conducted graduates the results of which are presented in the analytical notes.

The trends observed today among young people , complicates socialization of boys and girls, preparing them for active social and work life . This raises the need for systematic studies of problems of social and economic situation of youth in order to develop effective and appropriate measures of youth policy. That is to identify and state the main trends in social professional orientation of boys and girls was directed survey of 50 graduates of vocational school № 1 Lubny conducted in March - May 2013. The future position of the individual in the structure of social, economic and industrial relations, according to young people depend on somewhat on the achieved level of general education and vocational training. We confirm the results of this poll.

On survey questions, "What level of education do you consider essential to modern human? received the answers that suggest consistently high during recent years the level of prestige among students of higher education. Higher education is considered necessary 86.0 percent of the total respondents.

Secondary education - 4.46%, incomplete secondary education - .0000558% secondary vocational 6.1% to have education is not necessary - 3.9% , Other - 1.11%.

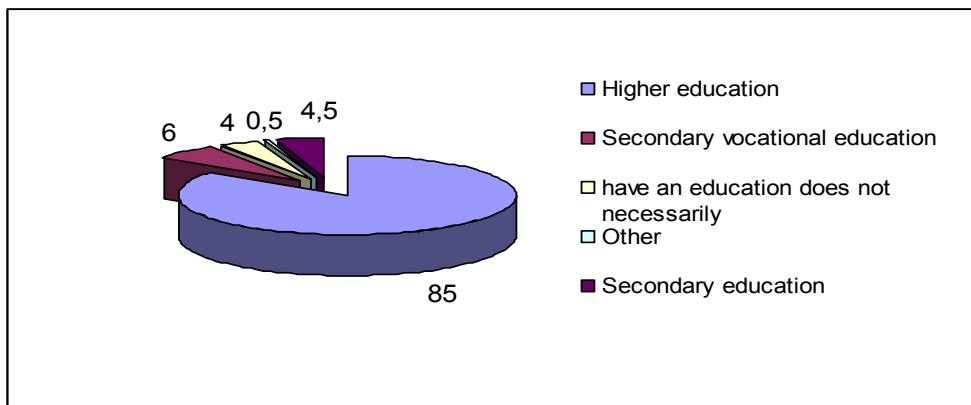


Chart 4.1. What level of education do you consider essential to modern human

Noteworthy is the fact that in recent years a growing number of boys and girls who originally planned to get a job and vocational training lay in a distant future. Get a job after graduation they see fit 12, 3% of respondents, continue learning - 75.4%; Establish your own business - 8.9%, to go abroad - 7.3% still undecided - 3.35%; Other - 0% 0,000,055.

So the problem of choosing future life path after vocational school was the number one important for vast majority graduates.

The choice of the profession in recent years has traditionally been greatly influenced by the dominant factors such as material resources and advice parents. Quite pleased with that fact that today young people are focused more on their own abilities and interests. The question "What factors influenced your choice of career?" - 51% of respondents identified their interests and abilities , family traditions - 2.23 % Social Status of the profession - 10.05 % -13.4 % Parental approval , the advice of friends and acquaintances - 3.91 %; financial means of the family 18 99 % Kudos chosen specialty -

19,55 % Ability to find a job in the future) - 31,84 %; dreamed since childhood - 11.73 % Other - 1.67 %;

It is known that the prestige of a scope of work is formed, usually in the public mind spontaneously or under the influence of the media on the basis of assessment of the profession by its value to society, as well as the opportunities it provides to meet the needs of the employee. Most prestigious educational institutions today are medical and legal, not popular educational and artistic institutions. This may indicate that the prestige of the profession today most people associate with material prosperity which it can be achieved by obtaining one or another specialty. So the question "What education do you think prestigious?" 43.1 % of respondents identified the medical, technical 10,05 % , 34,63 % economic, educational 9.495 % , 8.93 % art; 60.33 % legal.

A further concern of moving to the last position in the hierarchy of social factors of professional self-importance of the profession and its importance for other people and society. So there is a contradiction between the interests of young people and the real possibilities of the labor market to satisfy those interests. Today the demand for jobs in the labor market is very often not the prestige of the profession. The question "What do you think of the profession with the highest demand in today's job market?" Young people identified 11.17 % construction specialties, 24.02% economic, 8.93 % trade specialty, 34.07 % managers, 2,23 % of engineering specialties, 37.43 % medical, legal 50.27 % , 27.93 % specialty associated with computer knowledge, pedagogical 6.14%.

Results of the survey show that young people really estimate a situation related to wages. So the question "For what salary you are ready to start your professional career?" 7.8% identified - 300 UAH. 41.3% -300-500 UAN., 35.1% -500-1000 UAH. 12.8% - 1000-2000 UAN.

Social and economic conditions prevailing in Ukraine in recent years, led to the crisis in the traditional institutions of socialization of the younger generation, especially the family and the school. Factors that impede adaptation and socialization of young people, primarily include rising unemployment and worsening problems of employment, compounded annually graduate employment process. The question "How many actual, in your opinion, today the problem of unemployment?" 72% of

respondents identified a very urgent problem, 16 % - only applies to certain segments of the population, and 2 % were urgent , 10% did not think .

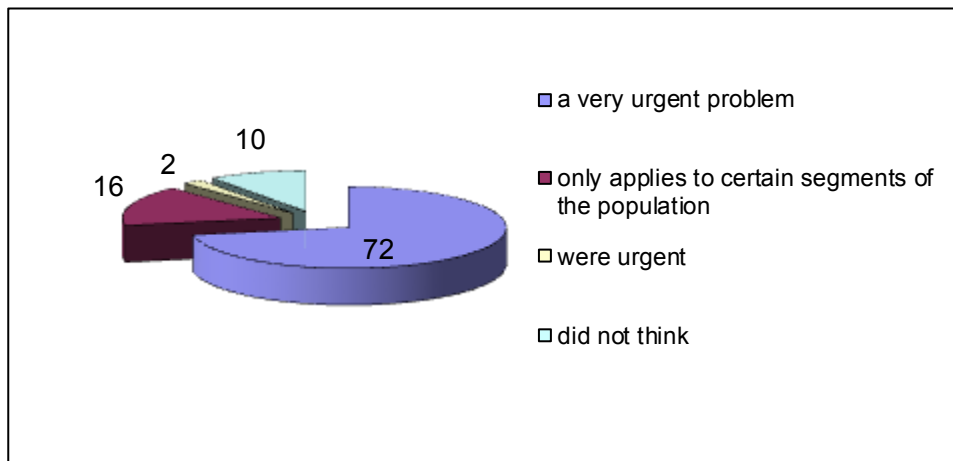


Chart 4.2. How many actual, in your opinion, today the problem of unemployment?

Thus, the major problems of youth employment that require immediate solution should be attributed to lack of reliable data, predictive assessments of the prospects of the labor market. My research shows that young people should be of a simplified understanding of the market.

"Job for me" results of rapid survey vocational school students № 1

Many young people do not know where to start searching for a job that would suit their skills , knowledge and interests. Job search cause confusion . It is clear that with enough information , you can select more attractive employment option .

Sources of information on the availability of jobs and at the same time means finding a job could include employment centers, staffing agencies , labor exchanges, advertisements in the media (press, radio, TV) , internet access, and a story about their problems with finding a job family , friends and friends.

In order to identify actual problems of unemployed youth and identifying ways to address them March - May 2013 conducted rapid survey "work for me" among graduates of vocational school 1. As a result of rapid survey by effective job hunting graduates consider: the media (press, radio, television) - 87% of respondents Employment Center - 80% of those staffing agencies, labor exchange - 80% of respondents. Personal contacts with friends, relatives and acquaintances were not so

relevant in the job search and make up 67% of individuals. The other possible sources of finding job vacancies using 13% . Analysis of research shows that job search requires not only professional knowledge, the ability to effectively use the specific situation, but also depends on the expectations and aspirations a reality. Among our respondents, only 24% of young people meet the expectations regarding vacancies on the proposed conditions and remuneration. 51% of respondents dissatisfied with the proposed vacancies 25% of people complain about the discrepancy between the proposed specialty jobs and wages.

Observations and research shows that young people have a predominantly simplistic understanding of the labor market and therefore the major reasons that complicate the job include:

- Lack of competitiveness of youth in the labor market;
- Immaturity needs work unattractive current available vacancies.
- Non-qualified young people the needs of employers. With the aim of raising vocational school graduates for employment expert and control groups was carried out the following tests.

Table 4.3. Information from the responses to the question: "Will you seek the assistance of these institutions?" %

	Expert Group			Control Group		
	All	Boys	Girls	All	Boys	Girls
In the public service (centers) of employment						
Exactly will address	45	41	50	48	44	53
Rather will address	27	30	23	25	27	23
Rather not addressed	13	14	12	12	13	11
Certainly not will address	10	10	10	12	12	10
Difficult to answer	5	5	5	3	4	3

In the youth centers (exchanges) work						
Exactly will address	27	22	31	14	12	16
Rather will address	33	34	33	19	19	19
Rather not addressed	15	17	13	21	24	19
Certainly not will address	15	17	14	37	36	37
Difficult to answer	10	10	9	9	9	9
In the department employment of students their schools to						
Exactly will address	16	12	19	9	7	9
Rather will address	15	15	16	9	9	9
Rather not addressed	21	24	17	21	22	19
Certainly not will address	34	33	36	51	50	52
Difficult to answer	14	16	12	11	12	11

Table 4.4. Information from the responses to the question: "Do you have a need for such services?"%

	Expert Group			Control Group		
	All	Boys	All	Boys	All	Boys
Job placement on workplaces created through subsidies to employers	32	33	31	29	29	29
Information about the availability of jobs, referral to an interview with an employer	41	37	45	38	34	41
Providing consultation services in preparation for work with the employer	34	30	38	30	27	32
The payment of a lump sum rate for opening your own business	36	38	33	32	34	31
Providing information to provide	33	35	32	30	31	29

methodological support entrepreneurship						
Involvement in paid public works	24	23	25	25	25	25
Conducting job fairs	36	27	38	29	29	31
Organization of trainings in the workplace	34	34	34	29	27	31

Table 4.5. Information from the responses to the question: "Did you ever during your job search use the services of institutions, agencies and organizations that provide assistance in finding employment?"%

	Expert Group			Control Group		
	All	Boys	All	Boys	All	Boys
Public service (center) employment	36	37	34	45	43	47
Youth centers (exchanges) work	10	8	11	6	5	7
Departments employment of students in schools	5	6	3	2	3	2
Non employment agencies	14	16	13	11	13	10
NGOs (some of them)	4	5	5	4	4	3
Other	6	6	6	5	4	5
With work did not help	0,2	0	1	0,2	0	0,4
Friends, relatives	3	4	2	3	3	3
Announcements in newspapers for employers	1	1	0	0,3	0,4	0,1
Internet	0,2	0	1	0,1	0	0,1
Private mediator	-	-	-	0,1	0,3	0
Do not addressed	34	31	36	31	33	30

In framework of the program a meeting was held students with representatives of youth labor exchange, which said that an important step of the activities of the Youth Labor Exchange is holding a strong advertising campaign among unemployed youth and employers with regard to their queries. These include the distribution of flyers, informational advertising in print, radio speeches, reports on the activities of the ILO on television.

Source of information for the unemployed youth of activity "Youth labor exchange" in the vast majority (73% people) were friends and relatives who have already had the opportunity to ask for help in the ILO. Informative advertising media used the 20% of respondents, 27% of flyers youth.

53% of people seek the help of "Youth labor exchange" periodically when there is a need to change the job again approached 20% of respondents. Applied for the first time 27% of young people.

The workshops on job search techniques at employment centers will teach you: use

source jobs, prepare resumes, write letters to the employer, talk on the phone during a job search, how to behave during an interview with the employer.

The next step of the program was meeting students with social teacher.

Goal of the meeting was information on where to seek employment if necessary.

Constitution of Ukraine (Article 43) provides equal rights of each citizen to the work, including the possibility for anyone to freely choose or freely agrees to work which he freely chooses or freely agrees.

On end of the program was held socio-psychological training for unemployed youth "find a job".

To identify the results of our work was held final tests.

Table 4.6. Information from the responses to the question: "Will you seek the assistance of these institutions?" %

	Expert Group			Control Group		
	All	Boys	All	Boys	All	Boys
In the public service (centers) of employment						
Exactly will address	48	45	55	48	44	53
Rather will address	33	37	30	25	27	23
Rather not addressed	16	20	15	12	13	11
Certainly not will address	15	18	14	12	12	10
Difficult to answer	-	-	-	3	4	3
In the youth centers (exchanges) work						
Exactly will address	30	32	37	14	12	16
Rather will address	40	41	45	19	19	19
Rather not addressed	19	21	23	21	24	19
Certainly not will address	19	19	20	37	36	37
Difficult to answer	-	-	-	9	9	9
In the department employment of students their schools to						
Exactly will address	18	20	20	9	7	9
Rather will address	16	18	21	9	9	9
Rather not addressed	25	28	20	21	22	19
Certainly not will address	40	41	40	51	50	52
Difficult to answer	-	-	-	11	12	11

Table 4.7. Information from the responses to the question: "Do you have a need for such services?"%

	Expert Group			Control Group		
	All	Boys	All	Boys	All	Boys
Job placement on workplaces created through subsidies to employers	36	34	33	29	29	29
Information about the availability of jobs, referral to an interview with an employer	45	45	55	38	34	41
Providing consultation services in preparation for work with the employer	46	49	55	30	27	32
The payment of a lump sum rate for opening your own business	50	50	50	32	34	31
Providing information to provide methodological support entrepreneurship	51	53	55	30	31	29
Involvement in paid public works	36	35	33	25	25	25
Conducting job fairs	36	41	49	29	29	31
Organization of trainings in the workplace	40	40	42	29	27	31

Table 4.8. Information from the responses to the question: "Did you ever during your job search use the services of institutions, agencies and organizations that provide assistance in finding employment?"%

	Expert Group			Control Group		
	All	Boys	All	Boys	All	Boys
Public service (center) employment	41	42	46	45	43	47
Youth centers (exchanges) work	20	19	20	6	5	7
Departments employment of students in schools	15	12	8	2	3	2
Non employment agencies	16	22	21	11	13	10
NGOs (some of them)	8	10	10	4	4	3
Other	15	12	18	5	4	5
With work did not help	3	4	2	0,2	0	0,4

Friends, relatives	4	7	6	3	3	3
Announcements in newspapers	3	6	4	0,3	0,4	0,1
for employers	7	6	3	1	1	1
Internet	3	4	6	0,1	0	0,1
Private mediator	6	2	3	0,1	0,3	0
Do not addressed	-	-	-	31	33	30

Thus, the result of our work has shown that the program is effective and can be recommended for use in other vocational schools .

The problem of youth employment remains a pressing problem , this problem needs to identify ways to address it. And it is a joint activity of social services for family, children and youth employment center , recruitment agencies , educational institutions will reduce the unemployment rate , to achieve a balance between professional interests and abilities of the young man with the needs of society in specific types of professional activities.

The problem of employment continues to be a global problem throughout the country and especially in our region. Key is the fact that the problem of forced unemployment affects people at all levels of social relations. Growth rate leads to an increase in the proliferation of negative effects, the number of crimes committed, the loss of working-age population adaptation possibilities for life, psychological inertia young people, reduced reproductive capacity. A large number of young people leave to find work outside the state. And in accordance with this whole situation has a negative impact on economic, political and cultural life.

CONCLUSIONS

Consequently, the unemployment - is a social phenomenon, the essence of which lies in unused working capacity by society active population.

Young people - is one of the most affected economically and most disenfranchised socio-legal terms of social communities. Social problems, ie contradictions that need to be resolved in the way of social formation of youth, are now available in all spheres of life. According to many sociological studies in the present circumstances most of the younger generation is concerned about economic problems, but most (62%) of young people concerned about employment. For a long time the youth was given a secondary place in the workplace, which, as a result, strengthened its financial and psychological dependence on the older generations. The reasons for these phenomena are many: it is the social consequences of demographic, institutional, structural imbalances within the whole country, which were formed historically and deepened the economic crisis and growing social inequality throughout society, particularly affecting the young, and the lack of strong government social policy.

The main factors contributing to the emergence of youth unemployment are:

- young people today - is one of the most affected economically and most disenfranchised socio-legal terms of social communities;
- The main feature of the situation of youth in the labor market remains imbalance between labor supply and demand;
- Involuntary unemployment continues to rise as the registered and hidden unemployment, reduced demand for labor in all spheres of economic activity remains a significant part of the shadow involvement, including criminal economy, reduced opportunities for professional education, training and retraining, spreading labor migration, especially illegal, slow-paced business;
- Part of the younger generation in the transition to a market-oriented economy relies on public assistance and protection, and not on our own strength;
- Inability to find a job after graduating from high school, vocational or higher education institution (17.5% of the unemployed).

The main in social work with young people is its social protection. The goal of youth policy in this area - strengthening the professional status of young people through

economic regulation of youth employment a fundamental reform of the education system, the development of special economic and legal safeguards that warn or compensate the different possible forms of discrimination against young people.

Socio-pedagogical approach to social work in solving the problem of unemployment among young people are considered as promoting self-identity, realize its creative potential, skills, instincts, intensified clients (individuals, groups, communities) solve their own problems.

Social technologies in psychological and educational literature are considered as a combination of methods, techniques and effects used to achieve the goal of social development. Social technologies are also considered as a set of ways to influence the professional social object for its improvement, to ensure optimization of the operation, with the possible replication of this effect.

The main objective of social and educational technology is to develop methods and forms of social and educational work as specific tools of scientific and practical principles of work in the social sphere.

The solution of the main objectives of social and educational work is directly related to the need of social interaction between the teacher and students, and the mechanisms underpinning this interaction will vary greatly depending on who will act as a client: the individual, group or community. According refers to the methods and forms of individual, group and mass work.

It can be concluded that the technology of social and educational work - a combination of methods, actions aimed at establishing, maintaining or improving social functioning facility, as well as prevention of negative social processes.

The main task of successful implementation forms of social and educational work in solving the problem unemployment among young people is to create a system to work optimally use the arsenal of those forms of work that offers social work and methods of educational work, their precise combination and appropriate use of social and pedagogical practice.

The result of work has shown that the program "Help with employability of technical colleges' graduates № 1" is effective and can be recommended for use in other vocational schools.

The problem of youth employment is an actual problem, it needs to identify ways

to address it. And it is a joint activity of social services for family, children and youth employment center, recruitment agencies, educational institutions will reduce the unemployment rate, to achieve a balance between professional interests and abilities of the young man with the needs of society in specific types of professional activities. Growth unemployment leads to an increase the proliferation of negative effects, the number of crimes committed, the loss of working-age population adaptation possibilities for life, psychological inertness young people, reduced reproductive capacity. A large number of young people leave to find work outside the state. And in accordance with this whole situation has a negative impact on economic, political and cultural life.

The changes taking place in society, can not affect the process of the formation of values each individual. Today is carried reorientation of young people in the system of values, in particular, increasing pragmatic goals and youth settings to maximum enrichment, high standard of living without realizing the importance of professionalism, work culture, discipline and personal responsibility for their own choices and their performance.

In order to successfully solve vitally important problems for young people, first introduce the following possible solutions:

- The creation of an appropriate system of education, orientation training the younger generation to work;
- Prevention of unemployment, youth employment;
- Setting for graduate schools, vocational schools , colleges, universities , and military personnel, retired , certain guarantees and employment opportunities (which may be , for example , the right of first job or book a certain number of jobs in manufacturing) ;
- Encouraging businesses and organizations that are able to direct material and financial resources for youth programs and special projects, youth employment , production of goods and services for youth , the creation and organization of the self-financing and other youth groups and businesses who care about helping young people ;
- Development new form labor participation of young people in the production (creating economic centers, cooperative, rental companies , etc. , the definition of certain benefits for their taxes, credit , etc.);
- Encouraging young people, their organizations to solve their own problems independently (development centers of science, art, leisure and entertainment, etc.)

- Solving housing problems of young people (in particular the creation of preferential loans for young families);

- The study of the formation and the reasonable needs of the young generation, expanding the range of services and increase the production of goods for young people;

- Government incentives and funding youth exchange with other countries in order to improve the professional skills of young people acquire new specialties.

And it is a joint activity of all social institutions, such as: family, social centers , employment centers will reduce the unemployment rate , to achieve a balance between professional interests and abilities with the needs of human society in particular kinds of professional activity and thus reduce stress among young people , mitigate the negative impact of the process of market relations in the country on moral and psychological state of the individual.

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Supplement

Questionnaire

Dear friends! Respond to the following questions:

1. What level of education do you consider essential to a modern person?
2. Which factors influence on your career choices?
3. Which professions have the highest demand in today's job market?
4. For what salary you ready to start your professional career?
5. How much is actual the problem of unemployment directly to you?

Thanks for the reply!

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